

T L C for M C C

Stress Reduction and Relaxation

Free Instruction in Relaxation and Breathing Exercises on:

Wednesday • 8-23-95 • 6:00 p.m.

Sunday • 8-27-95 • After Church 12:45 p.m.

In the Familyship Hall

Everyone Welcome!

Relaxation and Stress Reduction Treatments

By Appointment

Small Groups and Private Sessions

Sessions may include:

Heat • Vibration • Massage

\$1.00 per Minute

All proceeds go to the CMCC Building Fund

24 HOUR NOTICE FOR CANCELLATIONS PLEASE

For Appointments Call: 833-3226

Leave Message for Nancy Underhill

Tear Here

TLC for MCC

Information Sheet

Name: _____

Phone: _____

Major Complaint: _____

Areas of Pain: _____

Do you have high blood pressure? Yes _____ No _____

Are you diabetic? Yes _____ No _____

Do you have headaches? Yes _____ No _____

What day and time do you prefer? Date _____ Time _____

Return this Information Sheet to Nancy Underhill

Draft Copy

Part I: Respond to questions 1 - 6 in one to two typewritten double spaced pages (per question). Please be concise and to the point in your responses.

1. Tell us about the moment you realized God was calling you to full time ministry.
2. What do you feel is the mission for which you have been called to serve?
3. Why have you chosen GLAD as the district in which you have completed the ordination process?
4. What was your greatest learning experience while working with your teaching church and why?
5. Which course or other educational experience do you feel had the greatest impact in equipping you to become a pastor and why?
6. If the District Coordinator asked you to go and serve as Interim Pastoral Leader of a New Work in a relatively small town, what would be your reaction and how would you go about establishing your ministry there?

Part II: Select 2 of the following 5 scenarios and respond. Each response should be 2 to 3 double spaced pages. Please be concise and to the point in your responses.

(The following are 2 examples of possible scenarios which may appear on the final draft.)

1. How would you handle a personality conflict between members of the board of directors of the small church (40 to 50 weekly attendance) you have just been called to pastor.
2. You are the pastor of MCC Centerville, a church with a weekly attendance of about 100 people. You have been the pastor for three years. A person in your church applied to be a candidate for clergy, but did not meet the educational requirements of MCC. This person remained a member of your church. Recently, you have heard that this person has started the Centerville Community Church and is enlisting members for it in your church. How would you handle this situation.

2 Wanda Floyd ✓	L10-C6	L11-C6	L12-C7	17-9
1 J. A. Finney ✓	L13-C4	L13-C6	L13-C4	
4 Marjorie Walker ✓	L14-C4	L14-C2		
Keith Mason ✓	L14-C4	L17-C6	L17-C9	elected

22-11 to carry

Women's Secretariat - Libby Puckett and Mary Ellen Dowdy
 M.D.I.C. - W.I.N.D. - Derek Singletary - Pally Ireland

Dist rept -
 Budget - passed

Fall Conf^{'96} - Charlotte
 Spring^{'96} - Nashville
 Spring^{'97} -

Keith Mozings
 James Tallant

14
 28 elected



Covenant Metropolitan Community Church

(205)599-3363 5117 First Avenue, North P.O. Box 101473 Birmingham, Alabama 35210

Rev. Marge Ragone
Pastor



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Rev. Christine L. Oscar
St. Mary's MCC
P.O. Box 10943
Greensboro, NC 27404



S12-

— Rev. Marge Ragona —
Covenant MCC

P.O. Box 101473

— Birmingham, AL —
35210

1-2 pages for each question, typewriter, double spaced.

Possible questions for written response prior to ordination interview.

1. Tell us about the moment you realized God was calling you to full time ministry.

~~at the time~~

2. What do you feel is the mission for which you have been called to serve?

3. Why have you chosen GLAD as the district in which you have completed the ordination process?

4. What was your greatest learning experience while working with the ^{training} ~~teaching~~ Church and why?

5. Which course/^{or educational experience} do you feel had the greatest impact in equipping you to become a pastor and why?

6. If the District Coordinator asked you to go and serve as Interim Pastoral Leader of a New Work in a relatively small town, what would be your reaction and how would you go about establishing your ministry there?

Part II: Select 2 of the following situations and write 2-3 pages, double spaced typewriter.

7. How would you handle a situation where a member of the congregation is making allegations in the community that you are misappropriating funds?

• Money

• People leaving

• Sexual misconduct

• B of D

• Supervising clergy/staff

2 out of 5

Say church, length of time.
Matriarch/Patriarch

Informing staff/off.
1. 12.
2. 12.
3. 12.
4. 12.
5. 12.
6. 12.
7. 12.
8. 12.
9. 12.
10. 12.

New clergy manual + standardized forms 12/1/95.

17 coming up - Teams 2 clergy, 1 lay. Currently licensed not automatic. Can appeal to entire board. Background checks on all clergy coming up. Build in time for appeals.

Police/FBI check
Credit check
Employment check

Permanent files to be kept in Atlanta in Dist. Ofc.

Applications: 2/15/96 - we get 3/1/96 - process at DC spring.

Letter to churches how to fill out forms, after we receive forms.
pastors
BOD

Currently lic. clergy not ordained become interim pastoral leaders under supr. of Dist. Comm.

Need pastoral care people to pick up those we deny licenses.

Develop questions (Keith)

November 7, 1995

Dear BOM Member,

I am enclosing some materials for you to familiarize yourself with prior to our first meeting in Asheville, Nov. 17, 1995, from 1:00-3:00pm.

One of our first priorities will be to develop policies and procedures for our work. If any of you are particularly good at this, please bring some working papers for us.

We have a tremendous amount of work before us and it will take a great deal of effort on the part of each committee member for us to accomplish the tasks set before us.

Welcome Aboard!

Christine

Rev. Christine Oscar
BOM Chair for GLAD

The UFMCC Credentialling Process (Approved July 1995)

Preface

In 1987, General Conference XII completely restructured the credentialling process for the denomination. That new system brought us a greater sense of order, structure, and objectivity. We owe a great debt of gratitude to those faithful leaders who developed and implemented that structure. The time has come for us to review our present system and modify it for the future. The new credentialling process should be shaped in such a way that it anticipates the growth and development of the denomination for the next century. There have been a number of developments that shaped this proposal, and prompted the Clergy Credentials and Concerns Committee to put it forward at this time.

1. This new system is meant to compliment and support the restructuring work of the General Council and the Elder's Task Force on Structures and Systems. It is obvious that we must move toward strengthening the role of the Districts in empowering the ministry of the local church.
2. Over the past five years our current system has evolved and become so cumbersome that it is interfering with our recruiting and training competent clergy.
3. Although we have never adopted a "Theology of Ministry", it is our desire that the credentialling process better reflect the Fellowship's consensus that:
 - ✧ All people are ministers of God.
 - ✧ Pastors are uniquely called and trained to equip the people of God for ministry.
 - ✧ Ordination is the rite by which we consecrate and designate those called and qualified to life-time ministry as a pastor.
4. The final factor necessitating this change is the dramatic increase of law suits against churches and clergy in our society. Although we have always sought to insure the highest caliber of clergy, we now have new legal obligations for hiring and supervising those we designate as pastors.

Currently the UFMCC is the only denomination we have been able to identify in which the denominational office assumes the total authority and responsibility for issuing credentials. In every other denomination we examined, credentials are issued by a diocese, district, synod, local church, or regional conference. These bodies are closer to the local situation in most cases and have a greater opportunity to know the candidate and insure proper training and supervision. The reality is that currently the District Clergy Review Committee is the body who actually makes the decision. The C.C.C.C. has generally rubber-stamped that decision without any examination of it. That act of rubber-stamping, however, has the possibility of creating a liability that could endanger the entire Fellowship. This new process simply gives the Districts the authority to support the responsibility they have had all along.

Glossary of Terms in the Credentialling Process

In the credentialling process you will encounter terms that may be new to you. They are explained in greater detail in the document, but the following glossary of new terms might help:

Board of Ordained Ministry (B.O.M.): In each District this is the group who conducts interviews and issues credentials. The Chairs of each B.O.M. will constitute the Steering Committee.

Director of Clergy Development: The Director will chair the Steering Committee and will be a full-time employee of the Fellowship. Her/his chief purpose is to facilitate the development of the most fully functional clergy possible. S/he will assist churches and District Coordinators in their search for pastors, assist transfer clergy to make the transition to UFMCC, and work with each Board of Ordained Ministry to develop programs for training and recruiting clergy for their District. S/he will provide ongoing support, resources, and educational opportunities for current clergy.

Formation: The initial period during which one examines her/his call and completes her/his education.

Candidacy: Following Formation, the Candidacy period is an internship during which a candidate completes the experiential training with a Supervising Clergy and a Teaching Church.

Ordination: In the UFMCC ordination is the rite by which we consecrate persons to a lifetime of pastoral ministry.

License: In this process a person is ordained after s/he has been trained and approved. S/he is not granted a license to practice until s/he is called to a ministry. This is a License to Practice.

Teaching Church: Each District will determine the standards for churches that are approved to train future clergy. These churches will need to have the resources to provide adequate training, supervision, and screening of Candidates.

Supervising Clergy: Each District will also establish standards for clergy who supervise Candidates. Supervising Clergy should have a strong education, a good performance record, and be willing to commit the time required.

Pastor: In the UFMCC the term *pastor* refers to a duly ordained clergyperson who has been licensed to practice.

Advisor: A clergyperson who is the student's spiritual and vocational advisor. This will usually be her/his pastor.

Active, Authorized, Accountable Ministry: Active ministry requires that the person be able to document at least fifteen hours per week spent in pastoral ministry. Such a ministry must be authorized by and accountable to a Board of Directors, District Committee, or the Board of Elders.

The Credentialling Institutions

In addition to the teaching church and supervising clergy, there are two agencies responsible for the credentialling process:

The Board of Ordained Ministry:

The Board of Ordained Ministry (replacing the Clergy Credentials and Concerns Committee and the District Clergy Review Committee) sets standards for the teaching churches and supervising pastors and issues credentials. In each District the B.O.M. is comprised of a Chair and Vice-Chair, who are pastors appointed by the District Committee, and at least five members who are appointed or elected in each District (or region, if a District is too small). Minimum educational standards for ordination are established by the Steering

7. Satisfy "Polity and Practices". (Those with masters degrees may also need to take courses specified by their District.)
8. Submit an application for Ordination to the B.O.M. (This includes the endorsement of Teaching Church and Supervising Pastor with documentation that necessary screening has been done.)

IV. Interview:

9. Three members of the B.O.M. will interview the candidate. Appeals may be made to the full B.O.M.

V. Credentialling:

10. The Rite of Ordination will be done at the local church, teaching church, or District Conference and affirmed at General Conference.
11. Upon receiving proof of an official call the B.O.M. will issue a License to Practice.
12. This License to Practice will be renewed each year by submitting the Annual Status Form.

The Credentialling Process

There are three basic requirements for a person to become a UFMCC Clergyperson:

1. Called by God:

Every baptized Christian is gifted by the Spirit and called by God to use those gifts for ministry. *"The Spirit has called women and men of faith to be apostles, prophets, evangelists, pastors and teachers, to equip the people of God for works of service, so the body of Christ may be built up until we all become mature, attaining to the whole measure of the fullness of Christ."* (Eph.4:11-13)

To this glorious end the Church has historically ordered its ministries. The ordained ministry is entered by those who feel called by God to a lifetime of service to the Laity, and whose call has been affirmed by the larger body. For nearly 2000 years such persons have been consecrated to this work through the laying on of hands in the rite of ordination.

The UFMCC celebrates the ministry of the whole people of God. We continue, in the historical tradition, to acknowledge our ordained members as being charged with having a primary concern for the empowering and equipping of the Laity for its work of ministry in the world. We recognize that God uses all ministries, both lay and ordered, to provide a continuity to the Church's witness, to be sources of theological development, and to be vehicles through which the Word of God is transmitted and embodied in the world.

Through ordination we consecrate persons for ordered ministry, conferring upon them the obligation to fulfill particular duties determined by the denomination. Ordained pastoral ministry may include: Pastors, Staff Clergy, Evangelists, Chaplains, Pastoral Therapists, District Coordinators, Elders, and in some cases, clergy directing educational or service ministries.

Each person's call is a unique and personal experience, however, it must be confirmed by the witness of the Church. This confirmation process is begun by obtaining the endorsement of a local UFMCC congregation and of a UFMCC clergyperson who will serve as an advisor and spiritual director during the formation process. This endorsement is a statement that they know the candidate well enough to be willing to bear

witness to the larger body that s/he is mentally, spiritually, and emotionally healthy and mature enough to proceed towards ordination.

To begin the formation process, the individual must complete the Application for Formation and obtain the signatures of his/her sponsors. Filing this single form satisfies the paperwork for the first requirement.

2. Formation (Education):

Formation begins when a person responds to their sense that God is calling them to ordained ministry. During this time the person completes all educational proficiencies, including those unique to their District. In addition, the student enters a relationship with a UFMCC clergyperson who will serve as an advisor and spiritual director on issues including discernment of call, vocation, spiritual gifts, prayer, spiritual development, pastoral identity, pastoral authority, as well as progress in satisfying the proficiencies.

Equipping a person to fulfill their call is the purpose of the formation process. It is a period of continued discernment, decision-making, testing, and affirmation of call by the community of faith. In addition to being a calling, ordained ministry is a profession. As a professional, congregations reasonably expect their pastors to be adequately trained. A bachelors degree (or an equivalent degree) is the basic education required during formation. The individual must have adequate course work to demonstrate proficiency in the following areas:

Bible	History of Christianity
Worship	Church Management
Preaching	Pastoral Care
Ethics	Sexuality Studies
Theology	Christian Education

- ✧ Ethics and Theology are not required of those who were approved student clergy prior to General Conference, 1995.

In extraordinary circumstances a credentialed transfer clergy without a masters degree (or its equivalent) from an accredited seminary may petition their B.O.M. to grant equivalency for preaching and/or church management.

When the individual has concluded this process, both the advisor and the person's local church must certify that they have had contact at least monthly with the student and are willing to endorse them as a prepared Candidate. If Formation is done in a teaching church, it is possible for the last year of formation to run concurrently with the time of candidacy. When all the academic requirements have been met, Samaritan will issue a Certificate of Proficiency. The individual must normally submit a copy of this certificate when s/he applies to the B.O.M. for candidacy status. Filing the application with the certificate satisfies this second requirement when the individual is prepared to begin the candidacy period.

Individuals who have earned a theological or divinity degree from an accredited theological institution, and have spent that period of time testing their call to ordained ministry, will be considered to have completed the formation period. The B.O.M. in each District may decide that other courses, such as sexuality studies, or "Our Story Too", are required. Transcripts must be submitted in the place of, or in addition to, a Certificate of Proficiency.

3. Candidacy (Experience):

The student becomes a Candidate by filing an Application with the B.O.M., which would normally include certification from Samaritan that all proficiencies are complete, the endorsement of their local church and pastor/advisor, and proof of acceptance into a Teaching Church program. Candidacy should last from one to three years during which time the person completes an internship with a *Teaching Church* under the guidance of a certified *Supervising Pastor*. Each District will develop its own standards for "supervising pastors" and "teaching churches", ensuring that the candidate has the full range of experiences needed to prepare her/him for pastoring in UFMCC. When preparation is complete the candidate will file an application for ordination. This application must include:

- ✧ a strong endorsement from the teaching church and supervising pastor certifying that the person is a suitable candidate for ordination.,
- ✧ documentation that the necessary reference checks have been done,
- ✧ verification of ongoing supervision and,
- ✧ signature of the District Coordinator/Administrator of Global Outreach

One part of the practical and experiential preparation for ordination shall be fulfilled by the candidate taking UFMCC Polity/Practics. This course shall be offered by Samaritan in a two week residential program (though it may be adapted for Districts outside of the U.S.). Beyond the basic information about UFMCC organization and government, this course will orient those who are preparing for ordination to the unique ministry of this Fellowship.

The candidate shall submit documentation to the B.O.M. to demonstrate that his/her experience is adequate. The B.O.M. may develop guidelines within which the supervisor and the candidate can plan, conduct, and preliminarily evaluate the pastoral experience. The application for ordination contains a third and final endorsement from the candidate's supervisor and the Board of Directors of their Teaching Church (or the body they appoint). This endorsement is a statement by them that the Candidate is ready to pastor a church. These endorsements should be made with great care since it is incumbent upon those who know the candidate best to certify whether or not they are prepared to pastor. The endorsing persons have an obligation to the Fellowship to exercise this responsibility with the greatest of care. The Teaching Church must provide documentation of police and reference checks before issuing their endorsements. The cost may be borne by the individual or the Teaching Church.

Candidates will be seated at District and General Conference as "official observers", with voice, but not vote.

Interview: Having met these three requirements, the Candidate may apply to the Board of Ordained Ministry in their District for ordination. The Candidate will submit an application at least ninety days before the B.O.M. meets. An interview team of three members of the B.O.M. will review the application and interview the candidate to determine that s/he is prepared to pastor. They will consider not only academic and educational preparation, but also such factors as maturity and spiritual, emotional, and mental health. The interview team must balance their concern for the candidate and their responsibility to the larger church. All members of the interview team must vote affirmatively if the person is to be ordained. Negative votes may be appealed to the entire B.O.M. A simple majority is required to overturn a negative vote. If the candidate is approved, they may be ordained or have their previous ordination affirmed. The actual service may take place in a District Conference, Teaching Church or in a person's home church. An affirmation and celebration of ordination may take place at General Conference.

License to Practice: After a person is ordained s/he may not exercise that credential within the UFMCC until they receive a "License to Practice" from the B.O.M. The License to Practice shall be issued immediately when the B.O.M. receives documentation that the candidate has been called to serve in an authorized, accountable ministry. The license is transferable, although each District may establish their own process to

5 receive clergy from other Districts. Only clergy with active licenses and those who are retired are allowed
6 to vote at District and General Conferences.

7 The license must be renewed annually by filing the Status Form with the B.O.M.. Failure to be in an active,
8 authorized and accountable ministry will result in the clergyperson being moved to inactive status. If, after
9 one year s/he remains inactive, it shall be considered a *de facto* resignation of all UFMCC credentials.
0 Exceptions will of course be made for health or other significant extenuating circumstances.

1 A leave of absence should be requested for planned absences from active ministry, or if it appears that finding
2 a new position might take longer than one year. A leave of absence will be routinely granted by the Director
3 of Clergy Development and can be ended at any time that the clergy receives a call to active pastoral ministry.
4 Any leave of absence that goes beyond two years must receive the approval of the B.O.M.

5 The annual Status Form shall also include a continuing endorsement of the authorizing body. If a
6 clergyperson does not receive the endorsement of the authorizing bodies (Board of Directors, Board of
7 Elders, District Committee), s/he must meet with a sub-committee of the B.O.M. The sub-committee can
8 take any of the following courses of action by majority vote: *3 people*

- 9 1. Vote to continue the person's license to practice for another year.
- 0 2. Vote to continue the person's license for another year with some contingency, such as additional
1 education, or therapy.
- 2 3. Vote to terminate the person's license to practice.
- 3 4. Vote to bring charges for dereliction of duty, disloyalty, or unbecoming conduct.

4 Any of these actions may be appealed to the entire Board of Ordained Ministry. The authorizing body which
5 chose to withhold their endorsement may also appeal to the entire Board of Ordained Ministry, should the
6 sub-committee of the B.O.M. continue the clergyperson over their objections. The B.O.M. may interview
7 any ordained clergy within the District as needed.

8 **Transition for Current In-Care Registrants:**

9 Persons registered in-care prior to General Conference 1995 may continue to apply for and begin their
0 Student Clergy internship under the rules in effect prior to General Conference 1995.

1 **Credentiailling for Currently Official Student Clergy:**

2 Persons who are currently official Student Clergy (have been approved by the board of directors of a local
3 church and have been certified by Samaritan as having completed all proficiencies) will enter the Candidacy
4 process between steps five and eight as outlined above. Official Student Clergy who are currently working
5 with a Supervising Pastor may continue with that supervisor until June 1, 1997. Student Clergy who do not
6 currently have a supervisor, should consult their District Coordinator/Administrator of Global Outreach for
7 a list of likely Teaching Churches and make arrangements to begin candidacy training with one of them.
8 Those who are official student clergy prior to General Conference 1995 may complete their candidacy in their
9 present church and not a Teaching Church. For those persons, their local churches must insure the completion
0 of their background checks. Ethics and Theology are not required of those who were approved student clergy
1 prior to General Conference, 1995.

2 **Credentiailling for Currently Licensed and Ordained Clergy:**

3 Persons who are currently licensed by the UFMCC are considered to be eligible for ordination. All currently
4 licensed clergy shall be interviewed for ordination at the next meeting of their district's B.O.M. The 1995

6

status forms for all clergy will not be due until February 1, 1996. For this first year, the Director of Clergy Development will review these forms and issue a License to Practice if the person is in an active, authorized, and accountable ministry.

Credentiailling for Candidates with a Masters Degree:

Persons with a masters degree (USA) or its equivalent from an accredited theological institution may proceed directly into the candidacy period. The District B.O.M. may require that some additional proficiencies be met. At the end of the candidacy period, the Candidate may choose to have a previous ordination affirmed, or to be ordained anew.

Credentiailling for Transfer Clergy without Masters of Divinity Degree:

Persons who do not have a masters degree (USA) or its equivalent from an accredited theological institution, enter the process at the formation period. It is possible to complete formation courses in conjunction with the year of candidacy. At the end of the candidacy period, the Candidate may choose to have a previous ordination affirmed, or to be ordained anew. Persons with extraordinary experience may petition their B.O.M. for equivalency for preaching and/or church management.

Credentiailling for Clergy in Global Outreach Areas:

For the purposes of credentiailling Global Outreach will function as an independent District, and may constitute their own B.O.M. as needed. The Board of the Ministry of Global Outreach shall function as the B.O.M. until the time that one can be established. Their standards and procedures must also be approved by the Steering Committee of the B.O.M. For some students, the Teaching Church and Supervising Pastor may be located outside the Global Outreach Area.

Credentiailling for Reentering Clergy:

Persons who have previously been ordained by UFMCC and have relinquished their license to practice may reenter the process at the Candidacy stage. The B.O.M. may individualize the plan for reentry.

Extraordinary Credentiailling:

For applicants who demonstrate extraordinary gifts and exceptional fruits of ministry, the Moderator of the Board of Elders may request that the B.O.M. grant an Extraordinary Credential. This should be an extremely rare occurrence and the B.O.M. may require the person to fulfill any part of the credentiailling process.

Retirement:

The UFMCC recognizes as honorably retired, clergy who retire after: 1) a minimum of 25 years of active UFMCC ministry, or 2) having reached age 62, or 3) disabling illness, or 4) other extenuating circumstances. Clergy seeking retirement status must notify the Director of Clergy Development. Retired clergypersons may continue a limited practice of ministry by completing the annual status form signed by a local pastor or district coordinator/Administrator of Global Outreach. No minimum hours are required.

Implementation Schedule

July 1995: General Conference Vote

- 1) The current D.C.R.C. becomes the new B.O.M. on September 1, 1995. The District Committee may appoint additional B.O.M. members as needed to reach the established number of members.

- 15 2) District Committees contact potential teaching churches and supervising pastors following General
16 Conference and will appoint teaching churches and supervising pastors by July 1, 1996. The Board of
17 the Ministry of Global Outreach will establish Teaching Churches and Supervising Pastors for Global
Outreach.
- 19 3) The Director of Clergy Development to begin by January 1996. Serious consideration should be given
20 to locating the Clergy Development Office in proximity to Samaritan Institute.
- 21 4) The C.C.C.C. will cease to exist on December 31, 1995. This process becomes effective January 1,
22 1996.
- 23 6) Samaritan should be prepared to offer "Ethics" and "Theology" by January 1, 1996.
- 24 7) The B.O.M. will initially meet at the regularly scheduled D.C.R.C. meeting time. The Board of Global
25 Outreach will determine the meeting schedule for the B.O.M. of the Ministry of Global Outreach.
- 26 8) Beginning in February, 1996, a License to Practice will be issued when the annual status forms (from
27 1995) are received and approved by the Director of Clergy Development (thereafter by the B.O.M.) The
28 District Committee will develop *active, authorized, and accountable* ministry guidelines for the B.O.M.
- 29 9) The new fee schedule becomes effective January 1, 1996.

Fee Schedule

33 Application for Formation	\$ 50 payable to B.O.M.
34 Application for Ordination	\$150 payable to the B.O.M.
35 Annual License to Practice	\$ 50 payable to the UFMCC
36 Clergy Manual	\$ 10 payable to the UFMCC

Guidelines for Interim Pastoral Leaders

41 Interim Pastoral Leaders are persons who serve the congregations as Pastoral Leaders until such time as a
42 pastor can be called. This should be an intentional time of transition and healing for the local church, therefore
43 it would be inappropriate in most cases for this person to become a candidate for the position of pastor.

44 Interim Pastoral Leaders may be credentialed clergy of the UFMCC or of another denomination or they may
45 be qualified lay people. It is advised that this position last a maximum of two years and must be reappointed
46 annually by the District Committee/ District Coordinator//Administrator of the Ministry of Global Outreach..
47 Chartered Churches may select a UFMCC clergyperson as their Interim Pastoral Leader without approval
48 from the District. Background checks should be done prior to the appointment of non-UFMCC clergy.

49 This position does not confer the right to vote at congregational or Board meetings. The Interim Pastoral
50 Leader may not chair the Pastoral Search Committee. Credentialed UFMCC clergy serving as Interim
51 Pastoral leaders retain all voting privileges, although they may choose not to vote within the congregation.

It is strongly recommended that an Interim Pastoral Leader be sought in the following circumstances:

- (A) If a long-term Pastor has died while serving the congregation,
- (B) If a long-term Pastor has just left the congregation,
- (C) If the Pastor left due to irreconcilable differences with the congregation,
- (D) In situations where the church is unable to call a pastor,
- (E) During any pastoral vacancy.

Division of Responsibilities in Credentialling Process

Local M.C.C.: -Endorses calling of applicant (Step 1)

Advisor: -Has monthly contact with student throughout formation
-Endorses student for candidacy after education is complete (Step 5)

Districts: -Set standards for Teaching Churches and Supervising Pastors
-Authorize Teaching Churches and Supervising Pastors
-Set standards for clergy transferring from other districts

Samaritan: -Issues Certificate of Proficiency (in most cases)
-Offers proficiencies, Polity and Practices

Teaching Church: -Provides experience and training
-Endorses the Candidate for Ordination (Step 8)
-Ensures that reference checks are completed

Supervising Pastor: -Supervises candidate's training
-Endorses candidate for ordination (Step 8)

B.O.M.: -Receives Applications for Formation and Candidacy
-Maintains entry files
-Receives application for ordination
-Defines what constitutes an active, authorized and accountable ministry
-Receives annual certification forms
-Issues Annual License to Practice
-Acts on Extraordinary Credentials
-Establishes Interview Teams
-Hears Appeals

Steering Committee of the B.O.M.:
-Reviews Fellowship standards and policy . Makes recommendations to the General Council
-Develops policies and procedures regarding the clergy files

Dir. of Clergy Development:
-Acts on leaves of absence

- Retirement issues
- Facilitates clergy placement
- Recruits potential new clergypersons
- Facilitates the development of the most fully functional clergy
- Provides support, resources, and educational opportunities for all clergy
- Maintains all clergy files following the point of ordination
- Chairs the Steering Committee
- Works with each B.O.M. to develop programs to recruit and develop clergy for its District

Teaching Churches

Purpose:

The Teaching Church will be a cornerstone for the training and development of the caliber of clergy who lead us into the glorious future to which God has called us. The program should be rigorous, challenging, stimulating, and relevant. The objective is to enable the candidate to develop the skills necessary to build strong, stable, multi-faceted churches.

Criteria for becoming a Teaching Church:

- 1) They must be strong, stable, diverse congregations willing to commit resources to training clergy.
- 2) They must be approved by the District according to the standards established in that District.
- 3) They must have a District approved "Supervising Pastor" on staff.
- 4) They must reflect the multi-faceted diversity of the denomination.
- 5) They must be able to provide a wide range of ministry experience.
- 6) They should be able to assist the Candidate with finding housing and employment if necessary.
- 7) They must be able to ensure the required screening of candidates.

Supervising Pastors

Purpose:

The Supervising Pastor will serve as the primary guide for a candidate during their experiential period. We assume that supervision is pastoral, reflective, and intentional. It involves accountability, ownership, trust, evaluation, training, and development of identity for both the candidate and the supervisor.

- 1) The Supervising Pastor must be a UFMCC credentialed clergyperson with a minimum of three years of successful experience.
- 2) S/he should be a model of adequate church leadership. While this does not mean church growth alone, it does imply that the fruits of their ministry are abundant and apparent.
- 3) S/he must be able and willing to spend time each week with the candidate(s).
- 4) S/he must be committed to their own spiritual, emotional, and educational growth and development.
- 5) S/he must be willing to exercise appropriate pastoral and spiritual authority and make difficult decisions.

Filing System for Credentialling Process

File: _____ B.O.M.: _____ Dir. Clergy Dev.: _____

(I) Application to local church:

- | | |
|---|---|
| 1) 1st Endorsement from local church/pastor | X |
| 2) Certification from Samaritan and/or M.Div. Transcripts | X |
| 3) Candidacy Documentation (covenants/experiential) | X |
| 4) Application for Ordination (2nd Endorsement) | X |
| 5) Background checks | X |
| 6) B.O.M.'s Decision | X |

AT THIS POINT, FILE IS TRANSFERRED TO THE DIR. CLERGY DEVEL.

- | | | |
|----------------------------------|---|---|
| 7) License to Practice | X | X |
| 8) Evaluation/Discipline Records | | X |
| 9) Relevant Correspondence | | X |
| 10) Leaves of Absence/Retirement | | X |

Transition for:

- 1) Currently Licensed and Ordained Clergy: Files will go directly to Director of Clergy Development.
- 2) Current Official Student Clergy names will be given to D.C.R.C. Chairs to start B.O.M. files.

Budgetary Planning for the new Credentialling Process

<u>Impact at the Fellowship Level:</u>	<u>Proposed</u>	<u>Reduced</u>
Dir. of Clergy Development Salary	\$35,000	\$35,000
Taxes	\$ 1,800	\$ 1,800
Insurance	\$ 2,400	\$ 2,400
Support Staff Salary (1/4 Time)	\$ 8,000	\$ 8,000
Taxes	\$ 600	\$ 600
Insurance		
Office Needs	\$ 3,600	\$ 2,400
Printing	\$ 2,500	\$ 2,000
Postage	\$ 2,000	\$ 1,600
Supplies	\$ 1,500	\$ 1,500
Phone Expense	\$ 2,500	\$ 2,500
Travel Expenses	\$ 2,400	\$ -0-
Per Diem	\$ 800	\$ -0-
Lodging	\$ 1,000	\$ -0-
Miscellaneous Expenses	\$ 1,500	\$ 1,500
	\$65,600	\$59,300
 Income:		
✱ Annual License to Practice @ \$50 (suggested that local churches pay fee)	\$15,000	\$15,000
✱ Clergy Manual @ \$10	\$ 2,000	\$ 2,000
 Adjusted Allotment	\$47,600	\$42,300
 <u>Impact at the District Level:</u>		
Income:		
Application for Formation @ \$50.00		
Application for Ordination @ \$150.00		
 <u>Impact on the Candidate:</u>		
Application for Formation	\$ 50	
Application for Academic Cert. (Samaritan)	\$ 150	
Application for Ordination	\$ 150	
Annual License to Practice	\$ 50	

("Proposed" is what would be ideal. "Reduced" is the minimum required.)

Questions and Answers About the Credentialling Process

Formation:

1. Who would my advisor be if I am in a church without a pastor?
A: Where there is no local pastor, another endorsement may be sought. This should be from a credentialed clergyperson in the UFMCC whose endorsement will be credible to the District B.O.M., or may be from the District Coordinator/Administrator of Global Outreach..
2. Who has the authority to make exceptions or grant exemptions?
A: The B.O.M. has the authority to make the system work in such a way that it achieves its purpose, which is to produce the most fully functional clergy.

Candidacy:

1. What happens while we don't have Teaching Churches?
A: If you are already in a supervisory situation, you may continue with that supervisor for the next two years (until June 1, 1997). If you do not currently have a supervisor, ask your District Coordinator for a list of likely Teaching Churches and make arrangements to begin your candidacy training with one of them.

2. What happens if I am transferring from another denomination?
A: If you have a masters degree (USA) or its equivalent from an accredited theological institution you may proceed directly into the candidacy period. The District B.O.M. may require you to take some of the proficiency courses. At the end of the candidacy period you may apply to have your ordination affirmed, or to be ordained anew.

If you do not have a masters degree you enter the process at the formation period. You may arrange to do your formation courses in conjunction with your year of candidacy. At the end of the candidacy period you may apply to have your ordination affirmed, or to be ordained anew. Persons with extraordinary experience may petition their B.O.M. for equivalency for Preaching and Church Management.

3. Does each B.O.M. need to have seven members? What if my district is too small?
A: Districts that are too small to form a seven-member B.O.M. should seek to form a regional B.O.M. with another district. What each district needs is a three-person interview team to do the actual ordination interviews. The full B.O.M. only meets to set District/regional policy or to hear appeals.

4. What is the deadline for submitting ordination applications? When do ordinations take place?
A: Your district may set its own times for the B.O.M. interview teams to meet, or it may decide to allow the teams to respond to requests from candidates for interviews. The application must be submitted at least 90 days prior to the interview. Check your District requirements.

5. How can a candidate be exempted from Polity and Practices?

A: In Districts not affiliated with Samaritan USA a substitute course for Polity and Practices may be taken.

Ordination:

1. If I retire and give up my license to practice, may I still conduct Holy Unions or perform other pastoral duties?

A: A retired clergyperson may continue a limited practice by completing the annual status form signed by a local pastor or District Coordinator/Administrator of Global Outreach. The expectation is that this would be less than full-time, or a temporary situation.

2. If I am already ordained, when would I receive my first "license to practice"?

A: The status forms for 1995 will not be due until February 1, 1996. For this first year, the Director of Clergy Development will consider these forms and issue licenses to those in an active, authorized and accountable ministry.

3. If I am currently licensed, will I have to apply to be ordained?

A: If you are currently licensed you are considered to be eligible for an ordination interview at the next meeting of your B.O.M..

4. What is the appropriate honorific and attire for those who have been ordained?

A: Once a person is ordained they are technically clergy. It is therefore appropriate that they be addressed by the honorific Rev.'d. It should be understood however that this is NOT a title. Grammatically it is more decorous when others use this for a clergyperson than for a clergyperson to use it for themselves.

Clerical collars are "uniforms" for a particular function and should not be worn until a person is ordained and functioning in a pastoral role. Candidates for Ordination should not wear collars of any kind. Doing so implies that the church has already *screened, trained and authorized* this person. The church might be liable for the behavior of a person who is uniformed in a way that implies spiritual authority. It is the hope of the CCCC that the Fellowship will move away from deacons wearing collars unless they too are subject to the same training and background screening of others who are **authorized** to represent the Fellowship.

Ministry of Global Outreach:

1. How will this system work for Global Outreach areas?

A: For the purposes of credentialing the Global Outreach Area will function as an independent District, and may constitute their own B.O.M. as needed. The Board of the Ministry of Global Outreach shall function as the B.O.M. until the time that one can be established. Their standards and procedures must also be approved by the Steering Committee of the B.O.M. It may be that the Teaching Church and Supervising Pastor are located outside the Global Outreach Area.

Retirement:

1. What if my culture/country allows for retirement at a time other than 62 years of age?

A: For the purpose of this policy a basic age needed to be established as a guideline. It would be expected that retirement at an age other than 62 would be an acceptable "extenuating circumstance."

UFMCC Policy Regarding Clergy Files

A file will be opened by the Board of Ordained Ministry when a person submits their Application for Formation. This file will be maintained by the B.O.M. until the person is ordained. After a person has been ordained the files shall be maintained by the Director of Clergy Development.

The relevant information in the clergy file is available for review by any UFMCC church or agency. The original application shall contain a limited disclosure form signed by the applicant that is permanently valid.

All official documents of the credentialing process shall be a permanent part of the file. In addition, the clergyperson may submit any supportive materials for the file. Any and all complaints regarding the conduct of a UFMCC clergyperson must be maintained as a permanent part of their file. However the clergyperson is encouraged to also submit material to represent their perspective on the complaint. Files shall also be maintained on authors of such complaints in order to track patterns of frivolous complaints.

Upon receiving a complaint the agency maintaining the file shall send a copy of the document to the affected person and to the Judiciary Representative of that person's district. Any complaint received by an Elder, District Coordinator/Administrator of Global Outreach, Pastor, Board of Directors or other official representatives of the UFMCC should be forwarded immediately to the Chair of the B.O.M. who shall follow the steps outlined in the Judiciary Process.

If information from the file is requested from a non-UFMCC body or agency that body or agency must obtain a limited disclosure agreement from the clergyperson.

Proposed Job Description for the Director of Clergy Development

Mission Statement:

This position is the key to insuring that the UFMCC has the pastoral leadership necessary to carry it into the next century. In addition, with our focus on strengthening the role of Districts to empower ministry, it is essential that a full-time position be devoted to developing, maintaining and making resources available for this task.

Reports to: UFMCC Director of Administration and the B.O.M. Steering Committee

Supervises: Part-time Administrative Assistant

Located: Recommend that serious consideration be given to locating this office in close proximity to the Samaritan Institute of Religious Studies

Hours per week: 40

Salary: \$35,000

Benefits: Health insurance, vacation, sick pay, and holidays in accordance with current UFMCC standards for office staff.

Requirements:

Masters Degree or its equivalent preferred, UFMCC Ordained and Licensed Clergy, at least five years of experience as a pastor within the UFMCC, proficiency in Word Perfect or similar word processing program, strong interpersonal skills, demonstrated strong administrative and/or organizational skills, ability to travel to areas outside of the United States. (Due to limited funding this job will require strong phone skills and initially less travel to these areas).

Duties include but are not limited to:

- Taking action on requests for leave of absence
- Handling retirement issues and requests
- Recruiting potential new clergy persons
- Facilitating the development of fully functional clergy. This may include developing resources for continuing education program to meet the existing and future needs of UFMCC clergy
- Providing resources related to the professional development of clergy
- Insuring the maintenance of all clergy files after the point of ordination
- Chairing Steering Committee meetings
- Monitoring and reviewing the credentialling system (at least once every two years)
- Assisting the District B.O.M. in implementing the new credentialling system
- Developing resources to assist churches with the pastoral search process
- Attending General Council meetings as required
- Attending various B.O.M. meetings as requested
- Following up on Judiciary requests and proceedings
- Actively maintaining an accurate list of churches seeking pastors and pastors seeking churches and exchanging this information with District Coordinators, Administrator of Global Outreach, B.O.M.'s and others as necessary
- Preparing budget for Clergy Development
- Preparing Steering Committee reports to the General Council and General Conference
- Maintaining a resource list for Clergy care and concerns
- Maintaining a compilation of proficiency standards representing the requirements of the various districts
- Compiling and maintaining a list of comparable seminaries that meet the proficiency expectations of the UFMCC credentialling process
- Certifying Exemptions on Polity/Practices with input from the District Coordinator/Administrator of Global Outreach and the Supervising Pastor
- Processing equivalency appeals
- Pursuing up-to-date resources on clergy needs, concerns and development
- Maintaining daily office operations
- Receiving 1995 status forms and issuing 1996 Licenses to Practice
- Developing resources for available psychological and vocational testing

Judiciary Process for the UFMCC

(Approved July 1995)

1. The Judiciary Committee:

For each District, the Chair of the B.O.M. will appoint a Judiciary Representative to serve a three year term. This person must be an ordained UFMCC clergyperson. Each time the Representative receives charges s/he will appoint two additional persons to form a Judiciary Committee. These persons must be members in good standing of UFMCC. In the event that the Representative is unable to serve or has a conflict of interest the B.O.M. will appoint an alternate Representative.

2. Complaints/Charges:

A. Complaints:

A distinction should be made between complaints and charges. Any church official (clergy, Lay delegates, Board of Directors, District Officers, etc.) who receives a complaint of alleged misconduct by a UFMCC clergyperson shall report the complaint to the Chair of the B.O.M. within 24 hours. A preliminary investigation will be conducted by a member of the B.O.M. (designated by the Chair) within 72 hours. Their report will be forwarded to the Chair of the B.O.M. If the Chair of the B.O.M. determines that the complaint is not substantiated, a record of the findings will be placed in the clergyperson's file to identify possible patterns of misconduct. The clergyperson, the person making the complaint, the District Coordinator/Administrator of Global Outreach, the Moderator of the Board of Elders, and the Director of Clergy Development shall be kept fully informed throughout the Judiciary process.

B. Charges:

If the Chair of the B.O.M. determines that the complaint has been substantiated, within 24 hours of receiving the report of the investigator, s/he shall submit charges and a complete record of her/his findings to the Judiciary Representative. The clergyperson charged and the affected church/agency will be immediately notified by the Chair of the B.O.M. sending them a copy of the charges. Throughout the process, all parties will be kept fully informed concerning the proceedings and the resolution. The clergyperson may be placed on inactive status by the B.O.M. and s/he shall cease to function as a clergyperson until a final judgement is reached. The clergyperson charged must be placed on inactive status immediately if the allegations indicate the possibility of injury to persons or property. The clergyperson shall continue to receive all compensation, insurance and other financial benefits until a final judgement is reached.

3. The Hearing:

The Judiciary Representative will convene a hearing within 45 days from the date of receiving the charges. Further investigation may be conducted during this interval. Professional investigators may be used if deemed necessary by the Judiciary Representative. The hearing shall be conducted according to the following guidelines:

- A. The location of the hearing shall be determined by the Chair of the Judiciary in the district in which the person is licensed to practice.
- B. Both the person bringing the charges and the person being charged shall be permitted to have an advocate present at the hearing. Advocates are not legal counsel but are present to provide support and may speak on behalf of the person they represent.
- C. Prior to commencement of the hearing, both parties shall have the opportunity to examine all documentation submitted. Both parties may present and have an opportunity to question witnesses. Only first hand information is acceptable.
- D. A complete and accurate record of the proceedings shall be kept.
- E. Within 24 hours of the conclusion of the hearing the Judiciary Committee shall inform both parties in writing of their decision.
- F. A unanimous decision is required in order to determine that the charges are valid.

4. Resolution:

Following a unanimous decision of the Judiciary Committee, the following actions shall be taken:

- A. The Chair of the B.O.M. shall be informed of the Judiciary Committee's decision. In the event that the charges have been substantiated the Judiciary Committee shall determine the penalty and inform the B.O.M. who shall invoke that penalty immediately.
- B. The Judiciary Committee should appropriately publicize the results of the hearing. Upon conclusion of the hearing and appeals process, the same Boards of Directors should be immediately provided with a brief written statement approved by legal counsel which can be read only to members of the congregation(s), and with a more detailed confidential summary of the decision pursuant to the provisions of a confidentiality agreement which would be available only to Board of Directors.
- C. Records of the hearing and all evidence will be retained by the B.O.M. and a copy of the charges and final decision will be placed in the clergy person's file.
- D. Appropriate pastoral care should be offered to all parties involved.

5. Appeal Process:

Either the person bringing the charges or the person charged may appeal the decision of the Judiciary Committee. Appeals must be made to the Chair of the B.O.M. within seven days. Three impartial members of the B.O.M. shall be selected by the Chair to hear the appeal. Their decision must be determined within seven days and their judgement shall be final. Copies of their decision will be sent to the person bringing the charges, the person charged, and a copy placed in the file of the person charged.

6. Cost of the Judiciary Process:

The cost of the Judiciary Process shall be the responsibility of the District. The cost of bringing charges shall be borne by the person who brought the charges. The cost for the defense shall be the responsibility of the person against whom the charges were brought. However, the District reserves the right to require restitution for the expenses should the charges be found frivolous or malicious.

If either party is financially unable to bear the cost of the process a request for assistance may be made to the District Treasurer who with the District Coordinator/Administrator of Global Outreach will make a decision.

Risk Management Protocol

For persons with prior arrest and/or conviction records or prior records of ecclesiastical discipline who are applying for or holding UFMCC Clergy Credentials.

1. Applications for each stage of the clergy credentialing process, and the annual Certification of Clergy Status forms will include the following:
 - * questions on previous arrest/conviction records and previous ecclesiastical discipline.

- ✧ permission to conduct criminal background checks and information from previous religious affiliations and employers.
- ✧ a warning of de facto resignation of credentials in the event of giving false information.

2. All applications and status forms and/or files with an affirmative response to questions on prior records of arrest and/or conviction, or prior ecclesiastical discipline are reviewed by UFMCC's legal counsel. Prior UFMCC Judiciary records will be included in this review.
3. UFMCC's legal counsel will request additional information and review of specific cases where indicated, especially those with evidence of prior sexual misconduct.
4. In cases presenting a possible risk of future legal exposure because of a prior record of arrest and/or conviction or previous ecclesiastical discipline, UFMCC's legal counsel will issue a written recommendation for accountability measures and risk management guidelines. A copy of this document will be provided to the clergyperson. This information will be available to any UFMCC affiliated church or agency as a present or prospective employer of the clergyperson under the terms of a limited disclosure agreement signed by the clergyperson.
5. In cases of applications for credentials presenting an unacceptable risk of future legal exposure because of a prior record of arrest and/or conviction or previous ecclesiastical discipline, UFMCC's legal counsel will issue a written recommendation for appropriate action by the appointing or approving body and the credentialling body. This recommendation and the subsequent action will become part of the permanent file, and will be provided to any future UFMCC affiliated credentialling body if the same individual again applies for UFMCC clergy credentials.

4

5 UFMCC Board of Ordained Ministry

6 Risk Management Background Check

7

8 Date of Request: _____

9 Name of Clergyperson: _____

0 Church/Agency making request: _____

1 Address of Church/Agency: _____

2 City _____ State/Prov _____ Zip/Code _____

3 Name/title of person making request _____

4 *Note: the following information is provided in accordance with the terms of a limited disclosure agreement*

5 *signed by the above named clergyperson and church/agency making the request for information.*

6 All UFMCC Clergy have been asked to provide information on any prior record of any criminal

7 arrest and/or conviction (other than minor traffic violations) or any prior record of ecclesiastical

8 discipline. All clergy records with such information and prior UFMCC Judiciary records have

9 been reviewed and those with previous history deemed to suggest the possibility of future legal

0 exposure include on file a written recommendation for accountability measures and risk

1 management guidelines. **However, criminal records checks with law enforcement agencies,**

2 **reference checks with prior religious affiliations, and reference checks with previous**

3 **employers must be conducted by churches or agencies employing UFMCC clergy prior to**

4 **employment.**

5 A review of the file of the above named clergyperson indicates:

6 _____ information on file indicates a high risk of possible legal exposure and employment of this

7 individual by a UFMCC church or agency should not occur.

8 _____ information on file indicates a potential risk of legal exposure and written recommenda-

9 tions for appropriate risk management are included. Copies of the written recommendations are

0 enclosed in accordance with the limited disclosure agreement of the above name clergyperson.

1 _____ information on file contains no information that suggests potential risk of future legal

2 exposure and no risk management recommendations are in effect for the above named

3 clergyperson.

4
5
6

UFMCC Clergy Credentials & Concerns Committee
Sexual Misconduct Background Check

8 Date of Request: _____
9 Name of Clergy person: _____
0 Church/Agency requesting information: _____
1 Address _____
2 City _____ State/Prov _____ Zip Code _____
3 Name & Title of Person making request: _____

4 *Note: the following information is provided within the terms of the limited disclosure agreement signed by*
5 *the above named clergy person and the above named representative of the church or agency making the*
6 *request for information.*

7 All UFMCC Clergy have been asked to provide information on any prior record of any criminal
8 arrest and/or conviction (other than minor traffic violations) or any prior record of ecclesiastical
9 discipline. Responses to these questions are on file for all UFMCC Clergy. **However, criminal**
0 **record checks with law enforcement agencies, reference checks with prior religious affiliations,**
1 **and reference checks with previous employers must be conducted by churches or agencies**
2 **employing UFMCC clergy prior to employment.**

3 *Sexual Misconduct is defined as:*

- 4 a. Sexual abuse or sexual molestation of any person, including but not limited to, any sexual
5 involvement or sexual contact with a person who is a minor or who is legally incompetent; or
6 b. Sexual harassment in a situation where there is an employment, mentor, or colleague
7 relationship between the persons involved, including but not limited to, sexually-oriented humor
8 or language; questions or comments about sexual behavior or preference unrelated to
9 employment qualifications; undesired physical contact; inappropriate comments about clothing
0 or physical appearance; or repeated requests for social engagements; or
1 c. Sexual exploitation, including but not limited to, the development of or the attempt to develop
2 a sexual relationship between a clergy person, employee or volunteer and a person with whom
3 he/she has a pastoral relationship, whether or not there is apparent consent from the individual.

4 *Pastoral Relationship is defined as:*

5 A relationship between a clergy person, employee or any volunteer and any person to whom such
6 a clergy person, employee or volunteer provides on an individual basis counseling or from whom
7 such clergy person, employee or volunteer has received confession or confidential or privileged
8 information of a personal nature.

Review of the Clergy credentials files of the above named clergy person indicates:

- 0 _____ No prior record of sexual misconduct is contained in UFMCC clergy credentials files.
- 1 _____ A record of alleged or convicted prior sexual misconduct is contained in UFMCC clergy
- 2 credentials files and copies of all related documents on file are enclosed with this report
- 3 in accordance with terms of the limited disclosure agreement.

4 For the Clergy Credentials and Concerns Committee/Board of Ordained Ministry:

5 _____

6 **Signature/title**

Date

Code of Conduct: (Revised July 1995)

The following is a code of conduct UFMCC uses internally to define unbecoming conduct, disloyalty and dereliction of duty:

Unbecoming Conduct

1. Pattern of public drunkenness or substance abuse
2. Misappropriation of church funds or property
3. Misuse of the powers of the pastoral office for personal or sexual gain
4. Any sexual relations with persons below the age of consent
5. Non-consensual physical abuse or violence
6. Sexual relations between supervisors and those they supervise or counselors and those they counsel
7. Pattern of deceit or dishonesty
8. Creating a person-centered ministry rather than a Christ-centered ministry, i.e., creating emotional dependency on the pastor, abuse of authority, divisiveness
9. Knowingly violating the sanctity of another person's relationship covenant
10. Inappropriate violation of confidentiality
11. Sexual harassment, i.e., any sexually related behavior that is unwelcome, offensive, and which fails to respect the rights of others.

Disloyalty

12. Patterns of deliberate or malicious acts which damage or bring harm to a person, a congregation, or other church body within the UFMCC
13. Initiating or performing a ministry which is unauthorized and unaccountable to UFMCC
14. Undermining the authority and ministry of the pastor

Dereliction of Duty

15. A pattern of deliberate non-attendance at UFMCC General or District Conferences, (a minimum of one conference in two years is required)
16. A pattern of ministry that leaves churches weakened rather than strengthened
17. Leading a church into unreasonable indebtedness or other breach of fiduciary duties
18. Negligent supervision
19. Failure to report acts of misconduct

GLAD District Committee Report
Nov. 1994 to Nov. 1995

Month	Place	Member	Purpose
November	Wilmington	All of us	District Committee Meeting and District Conference
December	Family of God MCC	Reid	Preached and met with Board
January	Family of God MCC	Reid	Preached and met with Board
February	Family of God MCC Columbia MCC	Reid Sharon	Preached and met with Board Preached
March	Atlanta Dominican Republic Myrtle Beach MCC	All of us Cassi Wanda	District Committee Meeting World Community Builders Preached
April	Winston-Salem MCC	Wanda	Preached
May	Asheville MCC	Cassi	Attended Anniversary dinner
June	Family of God MCC New Life MCC New Life MCC	Reid Sharon Wanda	Preached and met with Board Preached Preached
July	Atlanta Family of God MCC Christ Covenant MCC	All of us Wanda Wanda Reid Dennis	General Conference and District Committee meetings "Voice of the People" Commission on Laity Meeting Preached and met with Board Sang in Worship
August	Tri-Cities MCC Family of God MCC Greenville MCC	Cassi Reid Wanda	Preached and met with Board Preached and met with Board Preached
September	All Saints MCC Teleconference	Dennis All of us	Sang in Worship District Committee meeting
October	Myrtle Beach MCC	Wanda	Preached
November	Asheville	All of us	District Conference and District Committee meetings



GLAD NEWS & NOTES

November 12, 1995

*Clean out the old yeast so that you may be a new batch, as you really are unleavened.
For our paschal lamb, Christ, has been sacrificed.*

*Therefore, let us celebrate the festival, not with the old yeast, the yeast of malice and
evil, but with the unleavened bread of sincerity and truth.*

1 Cor 5:7-8 NRSV



As we prepare to worship and celebrate at this November conference, we each bring with us the many blessings which God has given to our congregations. We reflect on a General Conference (July '95) which has been described by our Moderator, Reverend Elder Troy Perry, as "our most historical session ever". UFMCC, as evidenced by our growing congregations, expanding world-wide ministry, increasing ministry programs, and ever developing outreach, is maturing. We are a denomination. As Reverend Perry stated in

July in Atlanta, this Conference was "a turning point toward the next generation." In October the General Council picked up where the conference business ended and forged on to the future with the mandate from the Conference. We reflect with thanksgiving for the opportunity our denomination has to finally own its own building. Reverend Perry has been on a fund-raising mission to make the dream come true. As we heard at our General Conference, "All Things Are Possible." Praise God! There is a growing awareness, and increased response to the world-wide ministry of UFMCC. We are pleased that the Director of Global Outreach, Reverend Judy Dahl, will be with us at our Asheville, NC District Conference. We are increasingly aware of our need to not only commit to being diverse, but to learning how to make that commitment a reality. In the GLAD District the women and men of the Ministry of Diversity in Spiritual Community (**MDISC**, formerly **DPOC**) and those of the also recently renamed Weaving Intercultural Network of Diversity (**WIND**, formerly **WPHR**) are working on developing ministries of awareness and action to empower the denomination to meet its commitment. In the GLAD District we have grown beyond our expectations of just a few years ago. We are looking up and looking out. We are encouraged by the wonderful ministries of our sister churches throughout the world, especially here in the South. Yes, "All Things Are Possible." As we face and meet the challenges of the future, as we bring God's message of Salvation for **everyone** to a world that needs that message, we pray that we might truly be "God's Light For A New Generation."



AROUND THE DISTRICT

MCC GREENVILLE. "Sweat Equity" will be one of the key factors in making the acquisition of the "Lloyd Street" building a reality for this congregation. They've made the offer, the contract has been accepted, and now they are working on the necessary financing to make their dream come true. The congregation is also looking forward to the ordination of Pastor Reverend Mick Hinson
January 21.

MCC KNOXVILLE A very generous anonymous donor contributed \$5,000.00 to the church's building fund. Deacon James Tallent, also the Alternate District Lay Representative, will have been in the Tennessee Court of Appeals (Nov. 17) as we gather for Conference in Asheville. James is one of the plaintiffs in a court action which challenged that state's "Homosexual Acts Statute". A lower court ruled the statute a violation of privacy rights, but the state is appealing the ruling. James wrote recently, *"This time I need your prayers. It hurts to see people who claim they love and serve Jesus coming against me. We know that all of God's creation is blessed and loved for what and who God created us to be."* James predicts that whatever happens in the appeals court, the case will go to the Tennessee Supreme Court next year.

FIRST MCC - ATLANTA This church continues to work at assisting three MCC Congregations and an orphanage in the Dominican Republic. Ray Barreras, Ray Wilson and J.R. Finney II will be taking donations of clothes to the Dominican Republic during a trip Nov. 28 - Dec. 13. Small to medium adult and children's sizes are most useful. Cash donations are used for food, shoes and other necessities that the missionaries cannot carry. Contact First MCC or mail your donations to the

church at 1379 Tullie Rd., NE, Atlanta 30329. Also, Ray Barreras, who works with a Dominican MCC sponsored Quilt Cooperative, will be returning from his trip with wonderful quilts that make great Christmas gifts. Proceeds go to support the Global Outreach efforts in the Dominican Republic.



MCC COASTAL GEORGIA SAVANNAH

Be sure to say "HI!" to Mel Bailey and Bonnie Blanchard who will be attending their first GLAD Conference in Asheville. Mel, a Student Clergy who has finished her requirements for Ordination, is the new Pastoral Leader of the Savannah Church. She and Bonnie moved to Coastal Georgia this month.

MCC MOBILE has a new name - **CORNERSTONE MCC.** The congregation set a goal to select a name that communicates something about God and their faith, New name, new location. Pastor Reverend Helene Loper reports the new sanctuary on Government street is working very well. **MCC AUGUSTA** will be relocating their worship space to 1736 Fenwick Street, Augusta, GA 30904. The family of Bennie Frazier has made a very generous arrangement for the church to

purchase this property. Bennie passed away in October. He and his partner, Jeff Elstein, were strong supporters of the church and the ministry of UFMCC. Jeff continues to be active with the church. The Fenwick Street location will be the mailing address for the church effective December 1, 1995.

UFMCC

With the merger of the Western Canadian District and the Mid-Central District, the newly created District will be known as the **Mountains and Plains District**. The name was submitted by Dr. Jonelle Neighbor, Lay Representative of the Mid-Central District.

MCC HUNTSVILLE marked its ninth anniversary last month. Pastor Reverend

Marianne McPherson invited the Director of World Community Builders, Steven Fund, and the Chair of Huntsville's Human Relations Commission, Rabbi Dr. Steven Jacobs to be their speakers.

MCC OF THE GULFCOAST - BILOXI This congregation will celebrate its sixth anniversary on December 3 with District Coordinator Rev. Jay Neely. This church is currently in negotiations to purchase a property that will provide a permanent home. This congregation has had to move many times in its six years. Its first home was provided by Wanda and Brenda Henson at the Sister Spirit.

MCC CHATTANOOGA reports that the fall boat cruise on the Tennessee River was lots of fun and very successful. They raised over \$4000.00 dollars, the largest amount ever. The

money is used to support the church's ministry.

MCC CHARLESTON recently presented the "Silent Service Award" to **Joyce Truesdale** for her constant and faithful service to the ministry of the church. When there is work to be done, Joyce is always ready and able. **Richard**

King, who missed only three worship services this year was given the "Simeon Award."



MCC of the RAINBOW - JACKSON

All UFMCC Licensed Clergy, under the new credentialing process passed at General Conference, will be interviewed for ordination during the Spring District Conference (Nashville, TN). The Board of Ordained Ministry will set interviews, and advise ordination candidates of what will be required of them. The Chair of the BOM, Rev. Christine Oscar, The Alternate Chair, Rev. Wayne Lindsey and DC Rev. Jay Neely, who worked with the CCCC implementation team, will meet with all interested parties Following worship Friday night at District Conference in Asheville.

Last month this church honored St. Francis by sponsoring a blessing of the animals. Pastoral Leader Carl Mathews Naylor reports the Peace of Christ's Spirit was truly present that day. Increased interest in the ministry of this congregation is evidenced by the increasing requests for workshops on "Homosexuality and the Bible".

MCC COLUMBIA is letting the community know they are here. Sponsoring a women's softball team, that included some members of MCC Columbia, each player wore **pink T-shirts** with **bold lavender letters proclaiming MCC COLUMBIA**. Everywhere they played there were inquiries about the church.

ST. JOHN'S MCC - RALEIGH Pastor Reverend Wayne Lindsey recently represented **GLAD/UFMCC** as a

member of a North Carolina Council of Churches Interfaith Delegation opposing that state's death penalty. Wayne and other members of the delegation met with the Governor of North Carolina. St. John's is planning for its 20th anniversary in February.



ST. MARY'S MCC - GREENSBORO

The General Council recently compiled a list of Pastors who have served in their current pulpits ten years or longer.

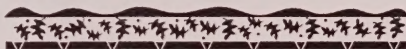
GLAD is proud of the work and ministry of Reverend Christine Oscar, who has Pastored St. Mary's for 12 years.

MCC of the HIGH COUNTRY - BOONE, NC Pastoral Leader Cindy Long writes, "The number of people who attend our services is beginning to increase and I am beginning to see exciting things happen..." Cindy, who is a Student Clergy, now has a working

and worship relationship with MCC Greenville and Pastor Reverend Mick Hinson. She reports that members of the congregation have offered to help with the High Country ministry.

CHRIST COVENANT MCC - ATLANTA was the site of the "kick off" of Carolyn Marshal's musical evangelism. The November 12 service was held in Carolyn's home church. Carolyn who has thrilled people at General and District Conferences with her beautiful voice, now plans to "go on the road" with God's word in music.

ST. JUDE'S MCC - WILMINGTON which has started a "Buddy Training Program" to work with persons with HIV/AIDS, plans a special benefit for the AIDS Ministry on December 14. It will be held at GARDEBIAS in Wrightsville beach. Donation is \$50.00 and it promises to be quite a feast.



KEEPING THEM IN OUR PRAYERS

- **Reverend Elder Wilhelmina Hein.** who will undergo surgery on November 25 in New Zealand. hospital for about a week. Cards can be sent to Rev. Elder Hein at : 131 Beasley Ave., Southern Cross Hospital Christchurch, New Zealand
- Prayers for the family of **Tracy Dittmer**, who passed away November 9. Tracy leader for MCC of Coastal Georgia. A memorial service will be held at MCC Charleston Sunday, Nov. 19, the time to be announced.
- Many of our GLAD members know **Bill Eure** (Rev. Michael Piazza's spouse). Bill's mother passed away last week. Bill and Michael returned early from Europe to make funeral arrangements.
- **Joe Carter**, long time friend of Chuck Lippy and former treasurer of MCC Greenville, passed away recently after a lengthy illness. Joe most recently was living



in Texas. Chuck Lippy is a Trustee for Samaritan Religious Institute and Worship Coordinator for MCC Chattanooga.

DISTRICT COORDINATOR'S UPCOMING ITINERARY:

Nov 15-19 District Committee/District Conference Asheville, NC
Nov 19 MCC Tri Cities, Johnson City, TN
Dec. 3 MCC of the Gulfcoast

George and I will be spending the Christmas Holiday with his family in Pennsylvania.



The Mid-Atlantic District has a new phone and FAX number. 717-898-3713, FAX 717-898-3714.

Sunday offerings have raised nearly \$5000.00 for Global Outreach.

Reverend Elder Perry will be visiting 20 churches in November and December as part of the fund raising campaign for the Fellowship Headquarters,

Global Outreach Director Reverend Judy Dahl reports that Fellowship

Reverend Don Eastman, GLAD's Liaison Elder, who has worked on the problems of security and risk management, during a risk management forum at General Council, stressed the importance of each church being incorporated. If your church has not yet taken steps to incorporate, make this a top priority in the months ahead.

In a recent memo to the Boards of Directors of all U.S. Churches, Reverend Elder Eastman advised:

At present, all congregations affiliated with UFMCC in the United States have federal tax exemption status under Section 501(c)(3) of the Internal Revenue Code on the basis of a Group Exemption number (2401) held by UFMCC.

Each subordinate organization (;local church) must have their own Employee Identification Number (EIN) for use in regards to tax withholding purposes. All local churches (and districts) should have an EIN,

Annual report time will be coming up and you will need that EIN, If you have questions, please contact Reverend Eastman at Fellowship headquarters - 213-464-5100.

Have a great thanksgiving, we have much for which we thank God. God bless everyone!

Administrative work can eat up pastoral time, study says

By David Briggs
AP RELIGION WRITER

Sitting in the pew, congregation members often imagine that their ministers spend each week deep in study, preparing sermons. And that is certainly the image prospective clergy bring to seminars.

Once they get out in local churches, however, clergy quickly find their days taken over by a series of constant interruptions, ranging from people calling for service times to vendors selling supplies.

A new study in which researchers

observed ministers at work for a full week found a third or more of their time was spent on administrative duties. Take away Sunday, and that percentage rises to close to 50 percent, said the Rev. Gary William Kuhne, an assistant professor of adult education at Pennsylvania State University.

"You have all the frustrations a manager would have, plus the frustrations a professional would have, and they're all melded into the same role," Kuhne said.

Kuhne and Joe F. Donaldson, associate professor of higher education at the University of Missouri at Columbia, published their findings in the Decem-

ber issue of the *Review of Religious Research*.

The researchers observed five conservative Protestant pastors ranging in age from 36 to 46 for five days each, or a total of more than 250 hours.

Past research has tended to rely on the opinions of experts or perceptions recorded on surveys. Kuhne said researchers thought clergy may underestimate the actual time spent on administrative duties, however, since they are not tasks they enjoy doing and are not seen as important parts of ministry.

In a 1985 survey of pastors conducted by Bethel Theological Seminary, ministers estimated they spent 20 per-

cent of their time in an administrative role, nearly double their preference.

In observing what ministers actually do in a workweek, Kuhne and Donaldson found that nearly half their time was spent in scheduled meetings, a category that included worship services. About a quarter was spent on desk work, half of that involving preparing sermons.

Twelve percent of their time was spent traveling, 8 percent in unscheduled meetings, 6 percent on the telephone and 5 percent touring the building, inspecting the facilities and informally talking with other staff.

"Overall, it can be said with some certainty that the amount of time really

spent on administrative tasks is close to 30, 40 percent," Kuhne said.

Donaldson said the duo's research should promote a recognition of the administrative duties of clergy.

"The managerial dimension of clergy's work is perhaps greater than has been demonstrated," he said.

Edward A. Buchanan, professor of Christian Education at Southeastern Baptist Theological Seminary and the director of the Bethel study, said he had reservations about the small size of the sample, but that it supplements other research showing pastors spend a significant amount of time in administrative roles.

DISTRICT COMMITTEE MEETING - NOVEMBER 15, 16, 17, 1995

ASHEVILLE, N.C.

November 15, 1995

MEMBERS PRESENT: Rev. Jay Neely, Rev. Reid Christensen, Wanda Floyd, Dennis Luft, Sharon Lindenbaum. Cassi Wylie arrived after the meeting started.

ITEM: REVIEW OF CONFERENCE ASSIGNMENTS:

Facilities - Dennis and Wanda
Press - Cassie (w/B. Pack)
Security - Wanda (M. Walker)
Worship - Reid and Cassi
Communications - Sharon
Local Committee Liaison - Cassi

ITEM: REVIEW OF DELEGATE ROLLS: Sharon and Dennis will prepare the roll. There have been many changes in the Lay House. Corrections and additions were made.

ITEM: REVIEW BUSINESS AGENDA: We will need to add Voting to Affirm recommendations for Elective Office from MDISC/WIND.

ITEM: REVIEW PROCESS FOR DISTRICT ELECTIONS: Several people have submitted their names to be placed in nomination for District positions. There will also be nominations from the floor. Each candidate will be allowed 2 minutes to address the conference. Candidates will also be given 4 minutes to answer questions from the floor. The other candidates will be asked to leave the room as each person responds to questions.

ITEM: PROGRAM REPORTS: Program reports from EXCEL, MDISC/WIND, and District Committee were accepted.

ITEM: SURVEY OF MONTGOMERY CONFERENCE: Committee reviewed the surveys from the last conference. We are still receiving a small amount of completed survey forms.

ITEM: ELDERS NOMINATING PROCESS CHANGE: Each District Conference will vote to nominate Elder Nominees during the year preceding the General Conference. This will be done during our Fall Conference. By November 30th, the year preceding a General Conference, all Districts will have submitted nominees to the Elders Nominating Chair. The District Clerk will forward this information to the Chair. This change was brought about by the General Council.

ITEM: REVIEW NEW CREDENTIALING SYSTEM: The BOM becomes responsible for the new process effective Jan. 1, 1996.

By July, 1996, we will have completed framing our criteria for Supervising Clergy and Teaching Churches. Clergy files will be maintained in the District Office. These files should be in the District Office by the end of October, 1996.

We will invite the churches who wish to be Teaching Churches to apply to the District for this.

ITEM: DISTRICT COORDINATOR'S REPORT/OVERVIEW OF CHURCHES: The majority of our churches are doing well and experiencing growth. The District continues to thrive and experience blessings in every way.

ITEM: APPROVAL OF INTERIM PASTORAL LEADERS: Moved by Cassi, second by Dennis. The following individuals were approved as Interim Pastoral Leaders:

Greg Bullard, Dare Tolar, Kathi Beall, Jack McConnell, Carl Matthews-Naylor, Jeff Pulliam, Andy Knight, and Mary Moore.

ITEM: TREASURER'S REPORT: Presented by Dennis. Revenue was not generated from the Spring Conference. The District continues to be doing well financially. Dennis estimated needed funds for the BOM to be \$1800.00. Revenue will also be generated from people coming up for ordination.

Motion by Dennis, second by Reid for the District Coordinator's housing allowance for 1996 to be \$750.00 *a month*. Motion was passed. This motion is due to IRS requirements.

Motion by Dennis, second by Reid that mileage for District Committee to increase to \$.30 per mile for 1996 and per diem to be \$25.00. Motion passed.

Motion by Dennis, second by Cassi that any and all travel done for the District by NON Committee members must be negotiated in ADVANCE with either the District Coordinator or the Treasurer and will not exceed the \$25.00 per diem and the \$.30 per mile figure. Motion Passed.

Motion by Dennis, second by Cassi that the money from the old Samaritan Fund be moved to the Student Clergy Fund. Motion passed. Wanda will work with Jay concerning the rewording of the Glad/Samaritan Fund.

Meeting Adjourned until 9:00 AM Nov. 16, 1995.

DISTRICT COMMITTEE MEETING - THURSDAY
NOVEMBER 16, 1995 - ASHEVILLE, NC

ITEM: SAFE HARBOR MCC MEMPHIS: Reid moved to approve Pastoral contract; second by Wanda. Motion passed with no opposition.

Motion by Cassi for District to give \$150.00 financial aid to Safe Harbor for the Hymnal Project. Money would come out of New Works Fund. Second by Reid. Passed with no opposition.

ITEM: PENDING CHURCH STATUS REVIEWS :

NEW WORKS:

MCC OF THE HIGH COUNTRY: Packet has been received. Motion by Reid, second by Dennis that Cassi represent the District in assessing the needs of the Church. Motion also made that we accept the packet. Passed with no opposition.

MCC WINSTON-SALEM: No packet has been received.

MCC OF THE RAINBOW: No packet has been received. Jay provided the Committee with monthly reports that have been provided by the Church.

MCC MYRTLE BEACH: No packet has been received.

COMMISSIONED CHURCHES:

MCC CHATTANOOGA: Committee completed review from July meeting. Packet received.

CHARTER CHURCHES:

FIRST MCC: Motion by Dennis, second by Sharon to accept and approve packet. Passed with no opposition. One abstained.

MCC CHARLOTTE: Motion by Wanda; second by Sharon to accept and approve packet. Approved with no opposition.

MCC HUNTSVILLE: Motion by Reid; second by Cassi to accept and approve packet. Passed with no opposition.

ST. JOHN'S MCC: Motion by Reid; second by Cassi to accept and approve packet. Passed with no opposition. One abstained.

MCC CHARLESTON: Motion by Cassi; second by Dennis to accept and approve packet. Passed with no opposition.

MCC NEW LIFE:Moved by Cassi; second by Reid to accept and approve packet and to review again in November, 1996. Passed with no opposition.

MCC KNOXVILLEPacket was received by Committee yesterday. We will complete the review at our February meeting.

ST. MARY'S MCC:Packet has not been received. Committee informed that packet would arrive today. Review will be completed in February.

MCC CHRIST COVENANT:Packet has not been received. Committee was informed that this would arrive tomorrow. Review will be completed in February.

MCC ALL SAINTS:Packet has not been received.

ITEM: GLAD/SAMARITIAN SCHOLARSHIPS:The following requests were approved:

Susan Tedder - \$70.00

Greg Bullard - \$300.00

ITEM: FAMILY OF GOD MCC: Motion by Cassi, second by Reid to give the Church \$50.00 to help in purchasing a new Communion set. Passed with no opposition.

ITEM: MCC GULF COAST: Request has been received for financial aid from the District in the amount of \$8560.00 to be used to repair the roof a building that they are considering to purchase. Motion by Cassi; second by Wanda to deny request at this time. Motion to deny passed with no opposition.

MCC COASTAL GEORGIA:Request received for \$500.00 to help with moving expenses for Mel Bailey. Motion by Dennis; second by Cassi. Approved with no opposition.

Meeting Adjourned until 9:00 am November 17, 1995

DISTRICT COMMITTEE MEETING - NOVEMBER 17, 1995

ITEM:LIABILITY INSURANCE:Jay is looking into this matter and requested that the Committee check in their areas concerning the availability of such insurance. Insurance is needed for the District Committee and others who represent the District.

ITEM: DISTRICT LIAISONS: We are not getting much information from these people. The information they provide would be used to help obtain information for

the newsletter.

ITEM: RECOMMENDATIONS FOR CONFERENCE SITES FOR FALL OF 1996 AND SPRING OF 1997: Cassi moved to approve Charlotte, N.C. for the fall of 1996. Second by Wanda. Passed with no opposition.

No decision for Spring of 1997. We are considering several places, including Atlanta.

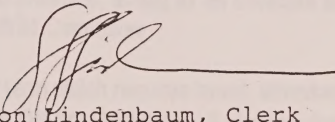
ITEM: SUPERVISING PASTORS AND TEACHING CHURCHES: Committee members will provide Jay with their ideas and suggestions for additional criteria in these areas. Once we are able to formulate this, Jay will send out letters to the churches inviting them to apply as Teaching Churches.

ITEM: GRO (GLAD RURAL OUTREACH) REPORT: Submitted by Rev. Bob Galloway. Motion by Cassi; second by Reid to approve the report. Motion passed with no opposition.

ITEM: RECOGNITION OF CASSI WYLIE'S SERVICE TO THE DISTRICT COMMITTEE: Jay thanked Cassi for all the work and support she has provided to the District for the last six years.

MEETING ADJOURNED. COMMITTEE WILL MEET AGAIN ON SUNDAY.

RESPECTFULLY SUBMITTED BY:

A handwritten signature in dark ink, appearing to read 'Sharon', with a long horizontal line extending to the right.

Sharon Lindenbaum, Clerk
GLAD DISTRICT

affirmed the actions of the DC conf call the following
people to serve on BOM.

Rev. Nance Ragona
Mick Henson

Cindy Walker
Keith Mason

FALL ELECTIONS FOR DISTRICT OFFICERS

**ELECTIONS WILL BE HELD AT THE NOVEMBER DISTRICT
CONFERENCE FOR THE FOLLOWING POSITIONS**

ASSISTANT DISTRICT COORDINATOR:

RESPONSIBILITIES: The Assistant District Coordinator assumes the Chair at meetings of the District Conference or District Committee in the absence of the District Coordinator or at the request of the District Coordinator. The ADC will assume other responsibilities and duties as deemed appropriate by the District Coordinator and/or the District Committee. In the event of resignation or termination of the responsibilities of the District Coordinator, the ADC shall serve as the District Coordinator until the next regularly scheduled District Conference. The elevated Assistant Coordinator would fulfill all District and Fellowship responsibilities.

This is a two year term which requires travel, attendance at various meeting, including all District Committee meetings and a strong commitment to the District and the Fellowship.

LAY REPRESENTATIVE:

RESPONSIBILITIES: The Lay Representative shall serve as the elected Lay Rep to the UFMCC Commission on Laity. The responsibilities include educating and informing the Laity on the function and activities of Lay Persons within the District by preaching/speaking, visiting, distributing printed materials, acting as an advocate in the interest of the District's Laity and serving on the District Committee.

This is a two year term which requires travel, attendance at various meetings, including meetings of the COL and the District Committee. It also requires a strong commitment to the District and the Fellowship.

Anyone interested in either of these positions should submit their name and resume to the District Coordinator or the District Clerk. Nominations will also be taken from the floor of the District Conference. If you have any questions, please feel free to contact any Member of the District Committee.

October 16, 1995

Dear Gulf Lower Atlantic District Conference,

Greetings to you with the assurance of grace and peace from God our Source, Jesus Christ our Savior and the Holy Spirit our Sustainer.

After much reflection and prayerful consideration I hereby submit my name in nomination for the position of Assistant District Coordinator of the Gulf Lower Atlantic District.

Metropolitan Community Church Affiliation:

First MCC of Atlanta, 1977 to 1984

Served as deacon, church secretary, newsletter editor,
choir member, and lay delegate

All Saints MCC, 1984 to 1992

Served as founding pastor, newsletter editor, vice-moderator of the Board,
and choir member. Established inclusiveness project.

Christ Covenant MCC, 1992 to present

Served as founding member, vice-moderator of the Board,
facilitator of the Communications Team, and choir member

GLAD District, 1977 to present

Founded district DPOC chapter. Served two terms on District Committee and
two terms as DPOC Chairperson

UFMCC

Served as representative to the National Council of Churches' on-going
dialogue with our Fellowship

Educational Background

Howard University, Washington, DC, 1972

B.S., Mathematics

Galludet University, Washington, DC, 1973

Certificate of Completion, American Sign Language

Defense Language Institute, Monterey, CA, 1968

Diploma, Spanish Major

Current Employment

Georgia Department of Labor, Atlanta, GA, 1993-1995

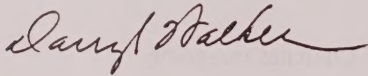
Technology Specialist, Unemployment Reengineering Design

Personal Visions for Our District Committee:

- Establish a church in each city that has a population of 50,000 or more
- Develop a detailed procedures manual for new groups wanting to affiliate with UFMCC, and groups petitioning for commissioned and chartered church status
- Endorse an SOP amendment limiting all our elected representatives to two consecutive terms
- Support local congregational care teams for chronically ill members
- Encourage people of color to volunteer for local and district positions
- Encourage more participation by persons who are physically challenged
- Assist churches wanting to affiliate with local and state religious councils
- Encourage pastors to periodically swap pulpits within the district
- Fully train a conflict resolution team that would be sent to local churches at their request

Over the past 18 years I have watched the South Atlantic District (SAD) grow both spiritually and numerically into the Gulf Lower Atlantic District (GLAD). Our former and present district coordinators, the Rev. Tom Bigalow, the Rev. Gil Lincoln, Pastor Mary Moore, and the Rev. Jay Neely have contributed a tremendous amount of hard work and emotional investment to lead GLAD to a position of preeminence in our Fellowship. With the continued reliance on and guidance by the Holy Spirit, I offer my experience, commitment and prayers to help realize our district's full potential.

In Christ's service,



Darryl Walker
Christ Covenant MCC
Stone Mountain, Georgia



CHRIST COVENANT

METROPOLITAN COMMUNITY CHURCH
GLENNA SHEPHERD, PASTOR

20 October 1995

Dear People of GLAD,

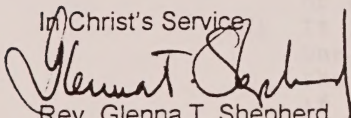
I bring you greetings from Christ Covenant in the name of our loving and liberating God.

I would like to recommend Darryl Walker to you for your consideration for Assistant District Coordinator of our district. I can say without hesitation or reservation that Darryl's knowledge, wisdom, commitment, and love for our denomination have been a crucial factor in the organization, growth, and success of this congregation over the past three and a half years.

Darryl is one of those rare people with whom you can entrust a project and know that he will exceed any expectations of results. He cares about the direction of our churches and has the relational and administrative skills coupled with a thorough and time-tested knowledge of procedures and policies of UFMCC and GLAD that can take our district into the next century.

Darryl's experience on all levels — local church (as member, board member, and pastoral leader), district, and fellowship — gives him a breadth of understanding that informs his ability to make decisions for the good of all. He has a compassionate spirit; an analytical, problem-solving mind; and an energetic commitment that embraces the future with hope and passion. With Darryl as Assistant District Coordinator, our churches will have an available, pastoral, qualified resource to empower us to be better stewards of the gospel of Christ.

In Christ's Service


Rev. Glenna T. Shepherd
Pastor

CHRIST COVENANT

After the above mentioned Church
has been organized and

to the following effect:

That the said Church shall be organized and shall be known as the

Church of Christ, and shall be organized and shall be known as the

Church of Christ, and shall be organized and shall be known as the

Church of Christ, and shall be organized and shall be known as the

Church of Christ, and shall be organized and shall be known as the

Witness my hand and seal this 1st day of January, 1900.

Resources for Study and Reflection

A. FEEDBACK

Feedback is specific commentary on what one observes about the intern and the way he or she does ministry. It involves describing to the intern how his or her behavior is seen by others and how it effects people and organizations. The purpose of feedback is to help the intern become more effective in ministry.

- (1) Feedback is **not** useful if it is used to punish the intern, "to get something off our chests," or to show superiority over the intern.
- (2) Both **positive** and **negative** feedback are important. The intern can grow not only by hearing about mistakes, but also by hearing about positive actions.
- (3) **Characteristics of good feedback:**
 - (a) It is **descriptive rather than judgmental**. Avoiding judgemental language reduces the defensiveness of the intern.
 - (b) It is **specific rather than general**. To describe the intern as "bossy" or "domineering" is not as useful as to say, "This morning when you were leading the class discussion about criminal justice, you appeared to be disturbed by the direction of the discussion."
 - (c) It is **timely**. In general, feedback is most useful at the earliest opportunity after a given event of ministry. The intern who is described as "lacking initiative" has less opportunity to learn from feedback than the intern who is told, "Yesterday when we were meeting with the committee you seemed very reluctant to contribute your own ideas or concerns."
 - (d) It is **checked** to insure clear communication. One good way to check for clarity is to ask the intern to rephrase the feedback to see if he or she has heard what was actually said.
 - (e) It is directed primarily **at the intern's behavior**. Feedback about personality can be ego-destructive and needs to be done with sensitivity.

B. METHODS FOR STUDYING YOUR CONGREGATION

1. Looking at the congregation's PROGRAM:

- A. Ask each member of the committee individually to write down the five programs or activities of the congregation which appear to them to receive the highest priority in the life of the congregation. Have them also list the five that seem to be the most neglected. Follow this with a time of sharing individual listings, discussing differences, and seeking consensus.
- B. Examine the congregation's budget. Discuss which programs appear to receive the greatest allocation of available funds. What does this say about priorities?
- C. Identify those types of members which appear to be most active in the congregation. Which types of members appear to be less involved? Why?

2. Looking at PROCESSES the congregation uses:

- A. Identify one major decision made recently which affected the life of the congregation. Do a step-by-step analysis of how the decision was made, noting who was involved in the decision. Discuss how this is typical or not typical of decision-making in the congregation.
- B. Discuss how the congregation deals with conflicts. Do most conflicts tend to be role conflicts, issue conflicts, or interpersonal conflicts? Identify some recent conflicts that have emerged in the life of the congregation and analyze why differences emerged. How were these conflicts resolved?
- C. Ask each member of the committee to list individually the five most influential members of the congregation (excluding staff). Compare lists, noting reasons why different persons have come to be so influential.

3. Looking at the congregation's SOCIAL CONTEXT:

- A. In advance ask someone on the committee to provide a map of the immediate neighborhood. Post the map so that all can see, and invite the group to develop a detailed description of the

neighborhood. Who lives there? Who works there? What are the major problems of the area? How do the people living and working nearby view the congregation? Probe for other information.

- B. Discuss the following question: How does our social context (our neighborhood, our city or county, our nation) set limits and provide opportunities for our congregation?
- C. Identify which people in the community seem most to live on the margins of this society. Why are they so marginalized? What is the church's relationship with these persons, if any? Why?

4. Looking at the congregation's IDENTITY:

- A. Have the committee tell the history of the congregation. Using a large chalkboard or several sheets of newsprint taped to a wall, draw a long horizontal line through the middle of the surface. At the far right of the line, draw a vertical line and label it "the present". Then invite the group to begin with the present and work backwards into the past, recording their history as they remember it. Note major turning points or achievements, "days of glory", times of crisis or turmoil, families or individuals who made significant contributions. Note also key events that were taking place in the community or world which impacted the congregation's history.
- B. Once the above history is recorded, ask the committee to identify from their story any lasting values which continue today to give shape to the congregation's sense of identity. One way to do this is to have participants complete the sentence, "We are a congregation which..."
- C. Invite the committee to describe the congregation's primary view of the world. Is it a hostile environment to be avoided? a troubled environment in need of transformation? an environment which tends to shape the congregation's own theology?
- D. Ask the committee to make a list of those symbols or special places in the church building which hold special, emotional meaning for many in the congregation. What is behind the "sacred" meaning attached to these symbols and places?

C. BASIC LEVELS OF SUPERVISORY CONCERN

Regardless of the method selected for reporting ministry experiences, there are at least five basic areas of concern appropriate for attention in the supervisory conferences:

1. **Professional Level.** This is the more technical, skill-oriented level used to evaluate the intern's abilities in preaching, teaching, pastoral care, etc. The supervisor or committee might ask questions such as:
 - "In what ways was the intern effective/ineffective in this particular act of ministry?"
 - "What skills were used with obvious competence? What skills were lacking?"
2. **Interpersonal Level.** Here the focus is on the very important realm of human relationship.
 - "How did the intern relate to other persons in this event?"
 - "How did the intern deal with his or her own emotions in this experience?"
 - "How did the intern deal with this conflict situation?"
3. **Systemic Level.** This level deals with the way the intern demonstrates competence in working with organizations and social structures in the church and community.
 - "In what ways did the intern exercise good leadership with the committee?"
 - "How did the intern demonstrate sensitivity to the expectations or traditions of the congregation?"
 - "How did the intern deal with the power struggle going on in this organization?"
4. **Theological Level.** This level examines the way in which the intern integrates his or her theological views with the issues of ministry.
 - "What theological questions emerge from this event? What doctrines are relevant?"
 - "Where does the intern see the redeeming activity of God in this event?"
 - "What biblical events seem parallel to the event being reported by the intern? In what ways are the two similar?"



5. **Vocational Level.** The issue for discussion here is the intern's emerging sense of vocational identity and spiritual formation.

- "What did the intern learn from this experience about his or her call to ministry?"
- "What concept of ministry is demonstrated by the way the intern functioned in this situation?"
- "How comfortable does the intern appear to be in exercising his or her pastoral authority?"
- "How has this experience helped the intern understand his or her spiritual life?"

It is not necessary for all five levels to be discussed in every supervisory conference. Some reports will clearly point to only one or two levels where growth is of critical importance; other reports will beg for dialogue at all five levels. Nevertheless, being aware of these various levels can be very constructive in building the agenda for the conference.

CHARACTERISTICS AND QUALITIES FOR EFFECTIVE MINISTRY

Ministry is made effective not only by knowledge and skill but by the personhood of those who minister. The following are suggested as criterion by which we may give feedback to each other regarding the impact of personal dynamics on our individual ministries.

I. SELF AWARENESS:

- A. Is self-evaluative
- B. Receives criticism well
- C. Receives affirmation well
- D. Demonstrates being secure within self
- E. Has come to terms with the "ministerial image"
- F. Knows own strengths and weaknesses

II. RELATIONS TO OTHERS:

- A. Reaches out to others in and out of the church regardless of gender, race, age, social status, etc.
- B. Responds with warmth and concern
- C. Is able to share self openly with others
- D. Listens with patience and understanding
- E. Respects persons who hold different opinions
- F. Enjoys people

III. SELF CONTROL:

- A. Personal behavior is consistent with professed beliefs
- B. Demonstrates flexibility in responding to differing situations
- C. Has constructive ways of dealing with anger
- D. Is at ease at social gatherings
- E. Has outlets for handling stress

IV. OPENNESS TO GROWTH:

- A. Seeks and welcomes feedback
- B. Is continuing to develop a clear theological and Biblical understanding of the Christian faith
- C. Admits lack of knowledge and skill with grace
- D. Learns from experience
- E. Seeks and accepts new ways of doing things

V. LOYAL TO THE CALL TO MINISTRY, THE MISSION OF THE CHURCH, AND THE FELLOWSHIP:

- A. Is committed to the Gospel in its fullest sense
- B. Is enthusiastic and positive about ministry
- C. Is committed to the mission of U.F.M.C.C.
- D. Supports the programs and procedures of the Fellowship

VI. ORGANIZED AND INTENTIONAL:

- A. Is punctual
- B. Fulfills responsibilities
- C. Is decisive
- D. Is self-initiating

VII. PERSONAL FAITH DEVELOPMENT:

- A. Strives to grow in a personal understanding and relationship with God
- B. Reflects theologically on the church's ministry, mission, and program
- C. Communicates to others the reality of the presence of God

VIII. ISSUES OF TRUST:

- A. Has integrity
- B. Keeps financial commitments
- C. Is trusted by the community at large
- D. Regards private conversations as a trust
- E. Recognizes and acknowledges contributions of others

IX. INTEGRATION OF PERSONAL AND PROFESSIONAL LIFE:

- A. Builds time into schedule for spouse, friends, family
- B. Gives attention to personal health
- C. Values and uses leisure
- D. Provides time to be away from the job
- E. Is balanced in time usage between professional and personal

Checklist for Experiential Training

The purpose of this checklist is to facilitate the supervision of student clergy in the local church. It can be very important in the process of contracting with your supervising pastor for your program of experiential training. You can use this checklist to identify areas where you have developed competencies and areas where you most need to focus your experiential training. You may also find it helpful as an evaluation tool in your personal process of evaluation and peer evaluations of your training program. This list of categories will also be used to evaluate your experiential documentation.

A. Christian Education:

1. planning a teaching series (program development)
2. publicizing a teaching series
3. leading a teaching series (small group facilitation)
4. training others to lead a teaching series or educational event
5. supervising others who are leading a teaching series
6. evaluating a teaching series
7. preparing needs assessments (surveys, etc.)
8. participation in an education series
9. setting goals for educational ministries
- 10.
- 11.
- 12.

B. Worship:

1. coordination of worship participants
2. training worship participants
3. availability and willingness to participate in worship
4. altar care
5. leading singing
6. conducting worship with confidence and dignity
7. serving communion
8. leading midweek and/or evening worship
9. writing liturgies
10. planning special liturgies (non-Sundays)
11. choosing hymns and/or special music
12. celebrating communion and baptism
13. preparing and researching sermons for sound biblical and theological content
14. preaching: effective, uplifting, challenging, motivating
15. participation in worship planning
16. participation in ecumenical worship planning
17. participation in memorial services, funerals, holy unions, etc.
18. preparation and typing of bulletins
19. using inclusive language and illustrations in all elements of the service
- 20.
- 21.
- 22.

C. Congregational Leadership:

1. development and leadership of a special project (stewardship, etc.)
2. serving as a chairperson of a committee
3. working with the board of directors/local church administrative body
4. team building, conflict management, problem solving
5. recruiting, training, supporting, and acknowledging volunteers
- 6.
- 7.
- 8.

D. Denominational Participation:

1. visiting and worshipping at other M.C.C.'s
2. attendance and participation at District Conference
3. attendance and participation at General Conference
4. attendance and participation at Department of People of Color and/or White People Healing Racism meetings and/or conferences
5. representative to Faith, Fellowship and Order Commission
6. district officer
7. district staff person
8. keeps current with denominational literature and correspondence
- 9.
- 10.
- 11.

E. Pastoral Care:

1. peer listening
2. hospital visitation
3. jail visitation
4. home visitation
5. supervised counseling
6. holy union counseling
7. AIDS work: pastoral care with persons with AIDS and significant others
8. serving as an AIDS buddy
9. counseling/support for fellow seminarians/students
10. stress management counseling
11. referral training
12. involves laity in caring ministries
- 13.
- 14.
- 15.

F. Outreach:

1. working with non-M.C.C. AIDS programs
2. participation in ecumenical meetings
3. participation in gay/lesbian community programs
4. speaking engagements
5. working with the media
6. editing a local newsletter
7. participation in community events (gay/lesbian pride day, etc.)
8. participation in gay/lesbian caucuses
9. participation in twelve-step programs, and other support groups
- 10.
- 11.
- 12.

C. Organizational Development	1
1. development and leadership of a special project (committee, task force)	2
2. working with the board of directors and other administrative bodies	3
3. working with the board of directors and other administrative bodies	4
4. working with the board of directors and other administrative bodies	5
5. working with the board of directors and other administrative bodies	6
6. working with the board of directors and other administrative bodies	7
7. working with the board of directors and other administrative bodies	8
D. International Development	9
1. working and developing in other M.C.C. countries	10
2. working and developing in other M.C.C. countries	11
3. working and developing in other M.C.C. countries	12
4. working and developing in other M.C.C. countries	13
5. working and developing in other M.C.C. countries	14
6. working and developing in other M.C.C. countries	15
7. working and developing in other M.C.C. countries	16
8. working and developing in other M.C.C. countries	17
9. working and developing in other M.C.C. countries	18
10. working and developing in other M.C.C. countries	19
11. working and developing in other M.C.C. countries	20
E. Personal Care	21
1. personal care	22
2. personal care	23
3. personal care	24
4. personal care	25
5. personal care	26
6. personal care	27
7. personal care	28
8. personal care	29
9. personal care	30
10. personal care	31
11. personal care	32
12. personal care	33
13. personal care	34
14. personal care	35
15. personal care	36
F. Outreach	37
1. working with the M.C.C. staff	38
2. working with the M.C.C. staff	39
3. working with the M.C.C. staff	40
4. working with the M.C.C. staff	41
5. working with the M.C.C. staff	42
6. working with the M.C.C. staff	43
7. working with the M.C.C. staff	44
8. working with the M.C.C. staff	45
9. working with the M.C.C. staff	46
10. working with the M.C.C. staff	47
11. working with the M.C.C. staff	48
12. working with the M.C.C. staff	49

G. Administration:

1. budget preparation
2. stewardship program planning
3. office staffing
4. phone staffing
5. standard operating procedures preparation
6. agenda preparation
7. adequate and neat record keeping
8. evaluation processing
- 9.
- 10.
- 11.

H. Personal Spiritual Growth:

1. regular spiritual discipline
2. participation in guided retreats
3. interaction with a spiritual director
4. interaction with a pastoral counselor/therapist
- 5.
- 6.
- 7.

Learning from Our Experiences: Shared Stories (respect confidential material!)

Establishing an experiential relationship with a Supervisor
a Congregation
a Student Clergy / Candidate

Self assessments: (examples to explore underlying theologies of how we do things)
Leadership styles
Teaching styles
Learning styles
Congregational styles/types

Learning Contracts
using old UFMCC materials as guide
opportunity for congregation and/or board to self-evaluate and goal set

Evaluations as opportunity for ALL participants to grow

Training the Teaching Congregation

Issues in Supervision:

Diversity of traditions
Adapting to different learning/teaching styles
Transfer clergy and personal history of all Candidates:
grief, coming out, patience with and trust in process,
Basic Levels of Supervisory Concern (5)
Relationships
Income
Time

Issues for District:

Supervision in cases where Supervising Pastor is not at Teaching Congregation -
How does "triad" establish mutual communication, accountability and
evaluation process?

At End of Candidacy:

"strong endorsement" needed for B.O.M. application for Ordination
if Candidate is not ready, failure to get this should not be a surprise
(save everyone embarrassment by working together!)

Documentation - UFMCC forms changing, keep records and evaluations as evidences

Outline of Workshop on Supervised Ministry

Open with Prayer

Introduction: Purpose of workshop and limitations

Context of Supervised Ministry in UFMCC and Process

Time line - UFMCC General Conference XVII (17), 1995 Minutes [GC17]

Purpose of Candidacy - GC17 I.149ff

excellence in leadership development

Importance of Candidacy period and evaluations of Teaching Churches

Transfers and M. Divs

grief process added to learning new systems and openness to diversity

academic differences if equivalencies not required

experience with UFMCC

MCC Pastoring Goals

Provide qualified (skills and intellectually capable),

well adjusted (emotionally stable, self esteem, "out and proud", etc.)

and gifted (spiritually endowed) persons for leadership as pastors

Triad of Involvement in Experiential / Aiming for Excellence

Candidate / Communication

Supervising Pastor / Needs and Expectations

Teaching Congregation / Accountability

Setting up a positive learning context:

"Know thyself!"

Assess Candidate's needs, strengths, weaknesses and limitations

Assess Pastor's needs, strengths, weaknesses and limitations

including time, styles of teaching and leading

Assess Congregation's needs, strengths, weaknesses and limitations

Include all parties (triad) from the beginning in negotiations of expectations

Establish clear lines of responsibility and accountability

with regular evaluations, feedback and continued communication

Make the relationship beneficial for all involved

Develop a Learning Contract or some other written form of agreement BEFORE
the Candidacy time begins - but let it be flexible for changing needs

THE ROLE OF THE SUPERVISOR

The role of the Supervisor is primarily that of a *teacher* in an experience-based context for professional learning and growth. The supervisor enables the supervisee to become engaged in ministry through the setting in which he/she has a professional relationship and to reflect upon that experience in a disciplined systematic way in order that the supervisee might learn:

- to link theology with the practice of ministry,
- to relate religious traditions and values to the human and social needs which have been identified in the ministry setting,
- to select appropriate resources for understanding and responding to actual occasions/events of ministry, and
- to integrate feed-back, consultation, and supervision with the assessment of his/her ministry and the planning for new ministry.

The supervisor's role as teacher, in relation to the above learnings, is important whether the program of education-formation for ministry is part of the first professional degree, or of continuing education, or of theological education for laity.

The supervisor as teacher, is also a *manager* in relation to the field site with which he/she is associated. The management dimension of teaching in an experience-based program of preparation for ministry is crucial for the entry and involvement of the supervisee in that system; events/opportunities in ministry do not simply "happen" but require careful planning. The supervisor must have a first-hand knowledge of the organization's mission for which ministry is being exercised. He/she must also have authority to make decisions about assignments and must have a relationship with other staff members which makes the development of collegiality possible for the supervisee. Therefore, in order to provide the genuine focus for experience-based education-formation for ministry, the Supervisor needs to be able to operate with a legitimate degree of authority from within the system. There can be no such role as an "absentee-supervisor," although a person who is outside of the system might well provide services for advice, consultation, and reflection.



The supervisor, as teacher, is also a *model*. A supervisee might well adopt certain ways and qualities of the supervisor if they come naturally to him/her and have proven to be effective. The supervisor's modeling might also serve as a point of departure for the supervisee. Whatever the supervisee's response, modeling is an inescapable and important dimension of the supervisor's role as teacher.

It is important to note that the role of modeling in supervision is integral to one's function as a professional person. This does not mean that the supervisor is putting on a "show," nor does it mean that supervisees are obliged to either mimic or thoroughly reject the supervisor's style of ministry. It does mean that modeling is a natural free-will offering of any person engaged in supervision and that modeling can be enabling or disabling in learning and growth in ministry.

George I. Hunter

*Supervision and Education-Formation
for Ministry*, pp. 33-35



Resistance to Supervision: Four Common Forms

(abstracted from article by David C. Mylor)

	Observed Behavior of the Intern	Behavioral Dynamics	Area of Focus for Supervision	Recommended Supervisory Actions
Adam <i>Genesis 2:7 - 3:24</i>	• High achiever who seeks to look good • Hides own faults • Blames others • Defensive when criticized	• Believes she/he has nothing to learn in supervision • Fears rejection	Intern's need to acknowledge own limitations or weaknesses, and still be accepted by others	• Praise when intern deals with limitations or weaknesses • Resist praising intern's good work without also dealing with growth needs
Jacob <i>Genesis 27</i>	• Acknowledges own faults readily • Promises corrections but rarely changes • Accepts criticisms to remove focus on own weaknesses	Inadequate sense of self (seeks to be whomever others want intern to be)	Intern's need to discover a self separate from others, a self worthy of acceptance	• Praise when intern is honest, in touch with self • Distrust quick promises to change • Establish clear learning covenant
Moses <i>Exodus 3-4</i>	• Talks about being unable to change and grow • Frequently botches assignments • Afraid to take initiative	Inadequate confidence in own abilities (feels weak and helpless)	Intern's need to fulfill learning covenant, to demonstrate strength and competence	• Avoid rescuing intern • Praise accomplishments • Encourage self-initiative, responsibility
Geresene Demoniac <i>Mark 5:1-21</i>	• Appears out of control • Over-reacts to criticisms • Frequently requests special supervisory time but does not make good use of scheduled conferences	Inability to motivate self to focus on areas of needed growth	Intern's need to hear a firm, unambiguous word of acceptance from persons in authority, especially the supervisor	• Avoid focusing on crisis behavior • Set firm limits on acceptable behavior and use of supervisory time

Models of Supervision

	WORK MODEL	APPRENTICE MODEL	APPRENTICE MODEL	TRAINING MODEL	RESOURCE MODEL	CONSULTATION MODEL	SPIRITUAL GUIDE MODEL
GOAL	Accomplish tasks assigned	Transfer knowledge from Supervisor to Intern	Teach professional skills	Help socialize Intern in a new vocation	Increase Intern's ability to make effective use of resources	Help Intern clarify and/or deal with problem(s)	Help Intern discern God's activity in experiences
SUPERVISOR TASK	To assign work and hold Intern accountable	To design learning context	To involve Intern in Supervisor's Work	To design learning context	To explore available resources with Intern	To consult with Intern	To guide Intern in reading life theologically
FOCUS OF SUPERVISORY CONFERENCE	Work of Intern	Work of Intern	What, why, & how Supervisor does what is done	Professional growth of Intern	Resources being used in Intern's work	Goals & issues of the Intern	Intern's experiences and discernment
RELATIONSHIP	Boss & Worker	Professor & Student	Expert & Novice	Experienced Professional & Learner	Resource Guide & Learner	Consultant & Advisee	Mentor & Disciple
CONTROL	Supervisor	Supervisor	Supervisor	Collaborative with Supervisor's Initiative	Intern	Collaborative with Intern's Initiative	Collaborative

---adapted from Donald F. Beisswenger, "Different Modes in Supervision in Theological Field Education," *Theological Education*: Autumn, 1974, p. 58.

FEEDBACK

Feedback is specific commentary on what one observes about the intern and the way she or he does ministry. It involves describing to the intern how his or her behavior is seen and how it effects others. The ultimate purpose of feedback is to help the intern become more effective in ministry.

- (1) Feedback is *not* useful if it is used to punish the intern, "to get something off our chest," or to show superiority over the intern.
- (2) Both *positive* and *negative* feedback are important. The intern can grow by hearing about positive contributions as well as his or her mistakes.
- (3) Characteristics of good feedback:
 - (a) **It is descriptive** rather than judgmental. Avoiding judgmental language reduces the defensiveness of the intern.
 - (b) **It is specific** rather than general. To describe the intern as "bossy" or "domineering" is not as useful to say, "This morning when you were leading the class discussion, you appeared to be disturbed by the direction of the discussion."
 - (c) **It is timely.** In general, feedback is most useful at the earliest opportunity after a given event of ministry. The intern who is described as "lacking initiative" has less opportunity to learn from feedback than the intern who is told, "Yesterday when we were meeting with the Committee you seemed very reluctant to contribute your own ideas or concerns."
 - (d) **It is checked to insure clear communication.** One good way to check for clarity is to ask the intern to rephrase the feedback to see if he or she has heard what was actually said.
 - (e) **It is directed primarily at the intern's behavior.** Feedback about personality can be ego-destructive and needs to be done with more sensitivity.

---Adapted from Nicholas VanDyck, "Supervision in Theological Field Education: Shaping a Person-Oriented Working Relationship," Theological Education, Vol. XII, No. 4, pp. 236-244.

THE SUPERVISORY CONFERENCE

Purpose

The Supervisory Conference is a regularly scheduled, intentional time when the intern and supervisor come together to reflect critically upon the pastoral experiences of the student and the life of the congregation. It is an indispensable element of the internship which distinguishes *supervised* ministry from other life experiences of the student.

What the Supervisory Conference is not

- It is **not** primarily an **administrative meeting** for planning church activities and coordinating calendars ... although this may be an appropriate way to begin or conclude.
- It is **not** primarily a **therapy session** ... although the emotional dimensions of the intern's pastoral experiences are often appropriate aspects of the educational process.
- It is **not** primarily a **monologue** in which the intern listens passively while the supervisor tells about all of his or her former experiences ...although the conference dialogue may appropriately include occasional references to such experiences.

Guidelines for the Supervisory Conference

Schedule. A one-hour (minimum) Supervisory Conference should be held for each 40-50 hours of the intern's service, i.e., once per week in a full-time internship. Conferences should be held at a regularly scheduled time and place without constant interruptions.

Focus. The conferences are educational in nature, with the focus normally being on a specific act of ministry presented by the intern for theological reflection and critique. (See *Methods of Reporting*, p. 28.)

Feedback. The principles of good feedback should be used in the supervisory conferences. (See *Feedback*, p. 27)

COMMON PROBLEMS FOR SUPERVISORS

1. Being **negative**, focusing only on telling the intern what he or she is doing wrong, ignoring what is being done effectively.
2. Using **confrontation** only when a crisis has developed, not as a constructive way of teaching and caring.
3. **Avoiding supervision**; limiting supervision only to assigning tasks, coordinating programs, and working without engaging in reflection.
4. Playing role of **psychotherapist**. (Supervision *does* consider aspects of the intern's behavior, but it is not appropriate to blend supervision and therapy, even when the supervisor is a trained therapist.)
5. Focusing only on **skill development**, ignoring the more comprehensive nature of the intern's preparation for ministry.
6. Failing to keep **confidences**.
7. Occupying the intern only with **busy work** or making **unreasonable** demands of the intern.
8. Using **authority** inappropriately either (a) failing to exercise authority and being a "pushover" who is afraid of hurting the intern's feelings, or (b) acting in a highly authoritarian mode which generally leads to the intern's resentment and the deterioration of the supervisor-intern relationship.
9. Focusing only on theological language and ignoring the intern's **internalized theology**.

---adapted from Doran McCarty,
Supervising Ministry Students

Teaching Churches

Purpose:

The Teaching Church will be a cornerstone for the training and development of the caliber of clergy who lead us into the glorious future to which God has called us. The program should be rigorous, challenging, stimulating, and relevant. The objective is to enable the candidate to develop the skills necessary to build strong, stable, multi-faceted churches.

Criteria for becoming a Teaching Church:

- 1) They must be strong, stable, diverse congregations willing to commit resources to training clergy.
- 2) They must be approved by the District according to the standards established in that District.
- 3) They must have a District approved "Supervising Pastor" on staff.
- 4) They must reflect the multi-faceted diversity of the denomination.
- 5) They must be able to provide a wide range of ministry experience.
- 6) They should be able to assist the Candidate with finding housing and employment if necessary.
- 7) They must be able to ensure the required screening of candidates.

Supervising Pastors

Purpose:

The Supervising Pastor will serve as the primary guide for a candidate during their experiential period. We assume that supervision is pastoral, reflective, and intentional. It involves accountability, ownership, trust, evaluation, training, and development of identity for both the candidate and the supervisor.

- 1) The Supervising Pastor must be a UFMCC credentialed clergyperson with a minimum of three years of successful experience.
- 2) S/he should be a model of adequate church leadership. While this does not mean church growth alone, it does imply that the fruits of their ministry are abundant and apparent.
- 3) S/he must be able and willing to spend time each week with the candidate(s).
- 4) S/he must be committed to their own spiritual, emotional, and educational growth and development.
- 5) S/he must be willing to exercise appropriate pastoral and spiritual authority and make difficult decisions.

UFMCC BIOGRAPHY

for

J. R. FINNEY III

1616 Piedmont Avenue, R-15
Atlanta, Georgia 30324
404/872-3693

July 1977; Became a member of St. John's MCC, Raleigh, North Carolina

November 1978 - August 1979; Founded and was Pastoral Leader (formerly known as Worship Coordinator), MCC-Fayetteville, NC

May 1979 - November 1981; District Clerk (formerly known as District Secretary) Member, District Committee (formerly known as District Board of Home Missions)

October 1980 - May 1981; Interim Pastoral Leader (Worship Coordinator), MCC-Memphis, TN

July 1983 - present; Member, First MCC, Atlanta, GA (formerly Blessed Redeemer)

July 1990 - present; Deacon, First MCC (Currently serves as a member of the preaching staff; ministerial staff liaison to the Music, Audio-Visual, Greeters, Ushers and Altar Guild Program Ministry areas; celebrates and serves communion; teaches Deacon, Ushers, & Greeters Training; Chairs Nominating Committee; co-leader, Tuesday Night Bible Study)

March 1972; Attended EXCEL of the Suitcase (first EXCEL Lay ministry retreat in the GLAD District)

June 1992 - April 1994; Team training for EXCEL of the Rainbow Zebra for GLAD

July 1992 - December 1994; Elected & served two-year term as Member/Treasurer, Executive Committee, (UFMCC Department of People of Colors)

October 1993 - present; Lay Representative, First MCC, Atlanta, GA

April 1994, August 1994, April 1995, September 1995; Member, EXCEL Team conducting EXCEL Lay Ministry Retreats

August 1994 - December 1994; Interim Music Director, First MCC, Atlanta, GA

November 1994; presented workshop "Worship as Celebration", Wilmington, NC

(over)

OTHER NOTABLES:

May 1992; Preached, Sunday Morning Services
GLAD District's Spring Conference, Jackson, MS

April 1994; Keynote Speaker
South Central District DPOC Conference, New Orleans, LA

July 1994; Presiding Officer
UFMCC DPOC/WPHR Leadership Conference
Cathedral of Hope, Dallas, TX

Have preached for MCCs in:

Atlanta, GA (All Saints & First); Augusta, GA; Birmingham, AL;
Charlotte, NC; Columbus, GA; Huntsville, AL; Jackson, MS; Mobile,
AL; Nashville, TN; New Orleans, LA; & Winston-Salem, NC

Have conducted Spiritual Renewals for MCCs in:

Augusta, GA; Jackson, MS; Mobile, AL; & Nashville, TN

Preaching & Teaching Series Presented:

- God's Art Gallery (3-Part Series)
- Guilt, Forgiveness & Restoration (4-Part Series)
- How To Become a Christian? (2-Part Series)
- How to Study the Bible (8-Part Study)
- Homosexuality and The Bible (Seminar)
- Lessons from the Wilderness (4-Part Series)
- Seven Churches of Revelation (7-Part Series)
(How do the messages to them then, apply to us today?)
- Sexuality & Spiritually (5-Part Series)
- Treasures in Earthen Vessels (5-Part Series)
- What Do These Stones Mean? (Stewardship)
(Seminar & 3-Part Series)
- What is a Spirit-Filled Christian? (2-part series)

Writings/Documents

- Worship Participants Training Manual (First MCC)
- First MCC Leadership Packet (Guidance Criteria and Expected
Qualifications for prospective Board and Staff candidates)
- Congregational Nominating & Voting Procedures (First MCC)

A. KEITH MOZINGO

1410-305 Brookside Drive Raleigh, North Carolina 27604 (919)755-1030

OBJECTIVE	To represent the Gulf and Lower Atlantic District(G.L.A.D.) in the office of Lay Representative .		
MINISTRY GOALS	To promote evangelism, both locally and abroad. To work with clergy and laity alike in recognizing and utilizing the gifts available within the district and throughout the denomination. To initialize an information network throughout G.L.A.D. and beyond through on-line services and personal representation.		
MINISTRY ASSETS	Prayerful, called of God, preaching/speaking skills, conscientious, dependable, motivated, and confident.		
UFMCC HISTORY	Joined St. John's MCC -- Raleigh, North Carolina 1988 Served in the following ministries: Member of St. John's MCC (7 years), Music Committee (7 years), G.L.A.D. Conference Pianist (7 years), Minister of Music (5 years), Worship Committee (5 years), Board of Trustees (4 years) , Board of Directors (2 years) , Lay Delegate (3 years), Miracle Sunday Speaker (2 years), Stewardship Chair (1 year), Grant Writer (1 year).		
EDUCATION	B.A., English, Spanish. May, 1981. Lee College; Cleveland, Tennessee. M.A., English. Twenty-four hours completed. East Carolina University; Greenville, North Carolina. Associate, Accounting. Twelve hours completed. Wayne Community College; Goldsboro, North Carolina.		
EMPLOYMENT	1984 - present Teacher of English/Spanish Wake County Schools, Wayne County Schools, Wayne Community College, Nash County Schools Duties: Taught English/Spanish; planned and implemented a four-level Spanish language program; co-wrote the Wayne County Curriculum Guide; chaired the Home/School/Community Relations Committee(State Superintendent's Golden Key Award-1995 for accomplishments); proofread all documents, programs, letters, and flyers distributed by Charles B. Aycock High School.		
SPECIAL SKILLS	General computer operation, including on-line services; General office skills, including typing (50 wpm); knowledge of a second language (Spanish); Certified Health Assistant. Own or have access to the following equipment/software/on-line services:		
	IBM-PC Laser printer	E-mail Fax machine	America On-Line Express Publisher Microsoft Works Microsoft Word
RELATED TRAINING	Lay Pastor Training Stress Management	Church Growth Cooperative Learning	Stewardship Wellness Public Speaking Assertive Discipline

November 1995

Dear Lay and Clergy Delegates,

I am seeking the position of Assistant District Coordinator (ADC) for the Gulf Lower Atlantic District. I have been a part of this District since 1987 and it is home to me. I have held the title of District Lay Representative for the past two (2) years. As such, I was able to learn some of the needs of laity as well as being able to oversee the development of the GLAD District.

Even though my tenure as Lay Representative has ended I still feel called to be a vital part of the District Committee, consequently I have elected to run for ADC.

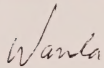
Because of my past position as Lay Representative, I feel I have already shown and proven my commitment to this District and the Fellowship through travel to area churches, and continued attendance at District Committee Meetings as well as District Conferences.

My vision for this District is to assist in the continued growth of churches throughout the District by spreading the Good News to other people, helping to develop new churches and bridging the gap between our community and the community at large.

With the gifts of leadership, discernment, listening, humility, objectivity and a sincere desire to serve Gods' people, I feel qualified that I would be a continued asset to this District as Assistant District Coordinator.

Thank you in advance for your consideration.

Peace Always in Christ,

A handwritten signature in cursive script, appearing to read "Wanda".

Wanda Y. Floyd

Wanda Y. Floyd
PO Box 14051
RTP, NC 27709
(919) 859-9413

Objective: To remain a vital part of the GLAD Committee as Assistant District Coordinator.

Education: B.A. Sociology, North Carolina State University, 1987

Experience: 1987 - Began attending St. John's MCC

1990 - Became member of St. John's MCC

Spring 1990 until present have attended every District Conference except Spring of 1991 due to accident. Attended General Conference in 1993 as Lay Delegate and 1995 as Lay Representative.

Became Lay Delegate for St. John's MCC in 1991 and served until 1993 when elected as Lay Representative.

Local Church Activities:

- *First M.D.I.S.C. (Formerly DPOC) representative (unofficially), 1989
- *Board of Trustees (Building Committee) 1991-1994
- *Co-Coordinator of District Conference in Raleigh - 1992
- *Pastor Parish Relations Committee, 1992 - 1993
- *Lay Delegate, 1991 - 1993
- *Associate Pastor of Small Group Ministries - 6/94 to Present
- *Assisted in forming bible studies in Fayetteville, NC and Greenville, NC, 1994 and 1995
- *Coordinator of Fix-Up Days for Church prior to moving and after move
- *Coordinator of Worship Participants, 1994 to present
- *Started Women Beach Retreats, 1994

District Activities:

- *Attended District Conferences
- *Spoken and/or visited various churches in district (8)
- *Assisted in making large print hymnals for district conferences

Fellowship Activities:

- *Attended COL meetings
- *Attended General Conferences
- *Designed and Implemented criteria for Laity Awards
- *Attended Leadership Conference, 7/94

DISTRICT COMMITTEE MEETING
JULY 27-29, 1995 ATLANTA, GA.

MEMBERS PRESENT: Rev. Jay Neely, Cassi Wylie, Rev. Reid Christiansen, Wanda Floyd, Dennis Luft, Sharon Lindenbaum.

ITEM: MCC MONTGOMERY: Committee voted to appoint Andy Knight as Pastoral Leader.

ITEM: MCC AUGUSTA: Committee approved Rev'd. Jeff Pulliam as Pastoral Leader.

ITEM: MCC MYRTLE BEACH: Committee voted to appoint Dare Tolar as Pastoral Leader.

ITEM: PRESS RELEASE-JACKSON, MS: Release to be referred to CCCC. We will be in conversation with Holy Trinity Church to affirm that MCC has no affiliation with this group.

ITEM: CHURCH STATUS REVIEW PACKETS: No material has been received from Tri-Cities, Gulf Coast, Family of God, Myrtle Beach, Winston-Salem, Boone or Jackson MCC.

There are also several Chartered Churches who have not sent their review Packets. The Clerk will write these churches concerning this problem.

ITEM: BY-LAWS: Effective next year, all churches will submit a copy of their current by-laws with their annual review packets.

ITEM: MCC ASHEVILLE: Packet accepted and reviewed. Church is doing well. Cassi will write to the church. Approved for re-commissioning.

ITEM: MCC HICKORY: Packet accepted and reviewed. Hickory shows continued growth and stability. Approved for re-commissioning.

Meeting adjourned until 7-28-95.

DISTRICT COMMITTEE MEETING CONTINUED
JULY 28, 1995

ALL COMMITTEE MEMBERS PRESENT.

ITEM: MCC NASHVILLE: Packet reviewed. Church approved for re-commissioning with the following recommendations to be forwarded to the church: By-laws need to be up-dated and we recommend that the church develop an administrative policy.

ITEM: ST. JUDES MCC: Packet received and approved. The church is doing very well and has moved to two services. Approved for re-commissioning.

Meeting Adjourned until Saturday. We will meet two times on Saturday.

DISTRICT COMMITTEE MEETING CONTINUED
JULY 29, 1995 (First Session)

MEMBERS PRESENT: Dennis, Cassi, Reid and Sharon.

ITEM: MCC MOBILE: Packet accepted and reviewed. Annual budget was missing. Cassi will contact the church and request this. Church was approved for re-commissioning.

ITEM: MCC GREENVILLE: Church continues to grow and is doing well. Presently looking at the possibility of purchasing a building. Approved for re-commissioning. District Committee requests that they continue to be in conversation with the Committee about the progress concerning new worship space.

ITEM: MCC COLUMBIA: Packet received and accepted. There has been steady growth and progress in the church. Approved for continuation as a New Work.

ITEM: COVENANT MCC: Packet received and accepted. Steady growth within the church and they continue to do well. Presently considering the purchase of building. Approved for re-commissioning. The Committee requests the church continue to be in conversation with the Committee about the status of worship space.

Meeting Adjourned until 6:45 pm.

DISTRICT COMMITTEE MEETING CONTINUED
JULY 29, 1995 (PM Session)

ALL MEMBERS PRESENT

ITEM: NEW POLICY RE: MINUTES: Moved by Jay; second by Dennis. First draft to be sent to committee within three weeks. Corrections, additions, etc. to be sent to clerk. Final copy to be sent to Jay within two weeks. Passed with no opposition. This will be incorporated in policy manual.

ITEM: MCC AUGUSTA: Packet received and approved. Church continues to do well. Approved for re-commissioning status.

ITEM: ST. JUDES MCC: Packet received and approved. The church is doing very well and has moved to two services. Approved for re-commissioning.

Meeting Adjourned until Saturday. We will meet two times on Saturday.

DISTRICT COMMITTEE MEETING CONTINUED
JULY 29, 1995 (First Session)

MEMBERS PRESENT: Dennis, Cassi, Reid and Sharon.

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DISTRICT COMMITTEE MEETING CONTINUED
JULY 29, 1995 (PM Session)

ALL MEMBERS PRESENT

ITEM: NEW POLICY RE: MINUTES: Moved by Jay; second by Dennis. First draft to be sent to committee within three weeks. Corrections, additions, etc. to be sent to clerk. Final copy to be sent to Jay within two weeks. Passed with no opposition. This will be incorporated in policy manual.

ITEM: MCC AUGUSTA: Packet received and approved. Church continues to do well. Approved for re-commissioning status.

ITEM:MCC CHATTANOOGA:Review tabled until the next District Committee meeting. While there are adjustments and changes in the church we are waiting to complete their review. Wanda will write to the church.

ITEM:GRO:Report received from Rev. Bob Galloway and approved by the District Committee.

ITEM: MCC MONTGOMERY:Packet received and approved. Financial information was missing. Wanda will contact the church concerning this. Approved for re-commissioning.

ITEM: PROPOSED CHANGE TO GLAD CHURCH STATUS STANDARDS AND PROCEDURES: Committee to bring forward to District Conference recommendation to Delete VII. D.4. from Standards and Procedures concerning church review dates. This recommendation will be sent out in advance of conference and in accordance with our by-laws.

ITEM: SUMMARY OF CONFERENCE SURVEY FORMS FROM MONTGOMERY: Very few forms completed and submitted. We will try to reinforce the value of these at our next conference.

ITEM: NEXT DISTRICT COMMITTEE MEETING:The Committee will need to meet an extra day during the November conference. We may also have to meet PRIOR to November due to changes brought about during General Conference.

MEETING ADJOURNED.

Respectfully Submitted By:

Sharon Lindenbaum
Clerk of the District

**DISTRICT CONFERENCE BUSINESS MEETING
MAY 6, 1995 - MONTGOMERY, AL**

INVOCATION: STEVE PARKER

CALL OF THE ROLL

APPROVAL OF THE AGENDA: Moved by M. Ragona; Second by R. Bararras. passed with no opposition.

ITEM: APPROVAL OF FALL CONFERENCE MINUTES: Moved by S. Lambert; second by B. Darst. Minutes were approved. No one opposed. One abstained.

ITEM: REPORT OF THE DISTRICT COMMITTEE ACTIONS:

MINUTES FROM MARCH 4, 1995: Moved by J.R. Finney; second by B. Galloway. Minutes were approved. There was no opposition. One abstained.

MINUTES FROM MAY 5, 1995: Presented with amendment to add the following :

ITEM: MCC OF THE RAINBOW: District Committee confirmed the appointment of Carl Matthews-Naylor. Approval was unanimous.

The Minutes from May 5, 1995, were moved by J.R. Finney; second by B. Darst. Approval was unanimous.

ITEM: DISTRICT COORDINATOR'S REPORT: Moved by K. Mason; second by S. Monak. Approved with no opposition.

ITEM: TREASURER'S REPORT: Presented by Dennis Luft. Moved by R. Bararras; second by B. Darst. Passed with no opposition.

ITEM: DCRC REPORT: Presented by W. Lindsey Fourteen people were interviewed by the DCRC, including one person for Transfer and two people for initial licensing.

ITEM: PROGRAM REPORTS:

EXCEL and DPOC: Both reports were moved by P. Ireland and second by K. Mason. Reports were approved with no opposition.

ITEM: RESOLUTION FROM CHRIST COVENANT RE: GENERAL CONFERENCE IN SYDNEY:

There was a great deal of discussion concerning this matter. A vote was taken and the Resolution was passed in both Houses. Approval vote was 22 in the Lay House and 13 in the Clergy House.

ITEM: ELECTION OF CLERGY REPRESENTATIVE TO ELDER'S NOMINATING COMMITTEE: Rev. Marge Ragona was elected to serve on this committee.

ITEM: NOMINATIONS FOR ELDER: There were 8 names placed in nomination for Elder. Three names passed in both houses. There were Rev. Elder Nancy Wilson, Rev. Elder Don Eastman and Elder Wilhelmina Hein.

ITEM: LEGAL DEFENSE FUND: Presented by Rev. Bob Darst. A check for \$761.16 was presented to the District to be used in our Legal Defense Fund.

ITEM: COL AWARDS: Presented by Wanda Floyd. Information requested for criteria for Lay Service awards. Any suggestions or ideas need to be given to Wanda.

ITEM: APPROVAL FOR CONFERENCE SITE FOR FALL 1996: Nashville, TN. has been chosen as the Fall 1996 Conference site. Rates will be lower at this time of year.

ITEM: RECOMMENDATIONS FOR SPRING 1997: Any church interested in hosting the Spring 1997 Conference needs to contact the Committee and present their information.

CLOSING PRAYER: Rev. Marianne McPherson

MEETING ADJOURNED.

Respectfully Submitted by

Sharon Lindenbaum, Clerk

IMPORTANT!

In response to your registration form, YOU are being asked to participate in one or more of the services...

-If a BULLETIN is in your packet, you are in the program

(Please be at edge of platform immediately before your part)

-Assignments are self-explanatory

-Prepare your own Invocation, Fellowship Prayer, Benediction

-If reading scripture, an inclusive copy is in your packet

-If a COMMUNION DIAGRAM SHEET is enclosed, you will be serving communion

(See the "Key" and note your position)

-All servers and acolytes should line up in order at sides of room as soon as those consecrating go behind the table.

EXAMPLE: Acolytes 4, 3, 2, 1, with servers on each side should line up on left side.

Acolytes 5, 6, 7, 8, with servers on each side should line up on right side.

(ACOLYTES 4 and 5 will lead the procession)

-Those consuming at the end (+ and # behind the table) should serve their ACOLYTE and OTHER SERVER (*) **together** as soon as in position **before** ushers release the congregation. (They may be seated then as soon as finished serving others).

ALL PARTICIPANTS are requested to check in with me ten minutes before the service!

Thank You for your assistance and cooperation!

-Reid Christensen

FREE ITEMS IN THE BOOKSTORE

It is rare that they actually **GIVE** things away at a District Conference Bookstore, but MCC-Asheville is doing just that for the GLAD Fall District Conference. **ALL REGISTRANTS** of the Fall District Conference receive a **FREE** ticket to the "*Look to the Rainbow: A Musical Revue of Our Lives*" show being held at the Broadway Arts Building at 49 Broadway (only two blocks away from the hotel). This show traces the "coming out process" and explores the aspects of the gay, lesbian, bisexual and transgender community in humorous and serious ways. It is a moving and entertaining experience that you don't want to miss. MCC-Asheville will be providing tour guides to the show which begins at 10:30 pm following worship on Saturday night. Maps are also available in the Bookstore with both Walking and Driving routes. As mentioned before, **ALL CONFERENCE REGISTRANTS** receive a **FREE** ticket to the show. Additional tickets for non-registered attendees are also available in the Bookstore for a small charge of \$5.00 each.

The Bookstore also has the limited edition "God's Light for a New Generation" t-shirts and sweatshirts, as well as books, jewelry, AIDS angels, etc on sale for GREAT prices..

In addition, the Bookstore is also selling **discount tickets** to the Biltmore Estate. The estate is currently decorated for Christmas, and the holiday season is not complete without celebrating Christmas the way George Vanderbilt himself celebrated it. These tickets are available for \$21.25 and are good not just this weekend, but for 12 months following this weekend. Thus, if you plan to visit the Biltmore Estate, now is the time to buy your tickets.

The Bookstore is located in the first floor foyer across from the Ballroom in the glass enclosed area.

Bookstore Hours

Friday	Noon-7:45; 10:00pm-Midnight
Saturday	8:00 am - 7:00 pm
Sunday	8:00 am - 2:00 pm

FREE ITEMS IN THE BOOKSTORE

For the first time in the history of the bookstore, we are offering a special promotion. For the next three months, we will be giving away a free item with every purchase of \$25 or more. This is a great opportunity for you to get a new book or a new item for your collection. The items will be chosen from a variety of sources, including new arrivals, special orders, and items from our inventory. We will be giving away a free item with every purchase of \$25 or more. This is a great opportunity for you to get a new book or a new item for your collection. The items will be chosen from a variety of sources, including new arrivals, special orders, and items from our inventory.

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Hours of Operation

Monday - Friday	10:00 am - 7:00 pm
Saturday	10:00 am - 6:00 pm
Sunday	12:00 pm - 5:00 pm

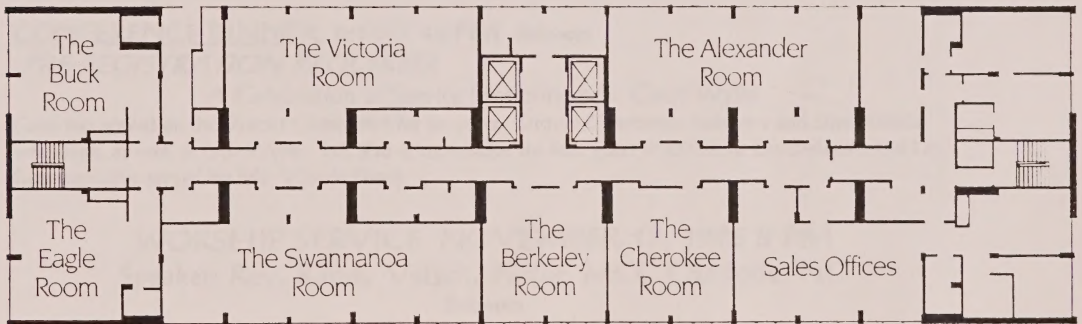
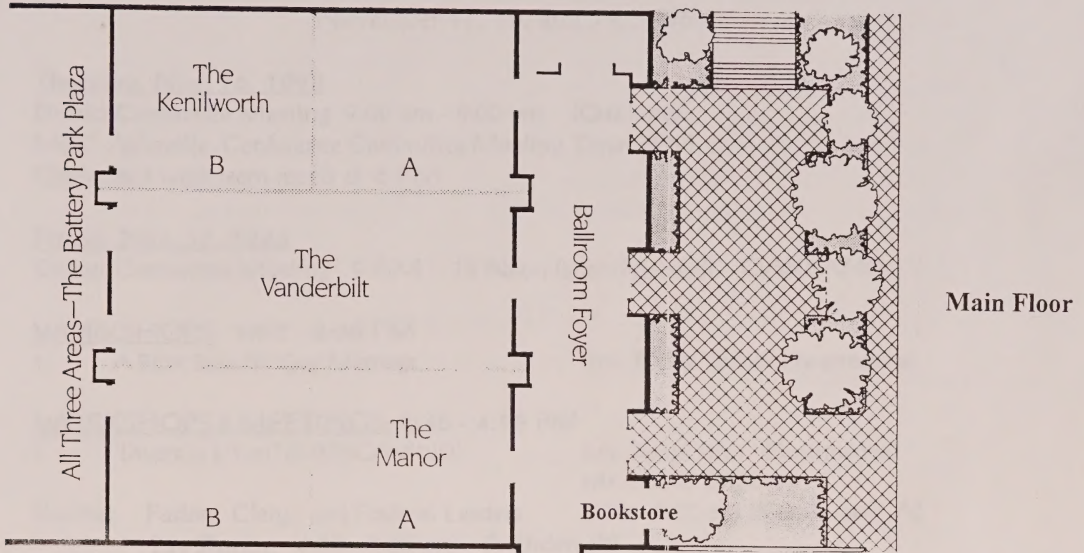
“God’s Light For A New Generation”
GLAD Fall District Conference
Schedule & Room Assignments
Radisson Hotel, Asheville, North Carolina
November 15 - 19, 1995

11/15/95	Wed	12 - 8 pm	District Committee	Berkeley
11/16/95	Thurs	10 am - 8 pm	District Committee	Oakland
		8:00 am - 5 pm	Samaritan Class	Berkeley
		5 pm - 10 pm	MCCA Conf Cmtee	Victoria
11/17/95	Fri	9 am - 12 noon	District Committee	Oakland
		8:00 am - 5 pm	Samaritan Class	Berkeley
		12 noon --Midnight	Hospitality Room	Victoria
		12 noon --Midnight	Bookstore	Glass Office-Foyer
		12 noon --	Registration	Foyer-1st floor
		1 pm - 2:30 pm	Workshop -- TBA	Swannanoa
		2:45 - 4:15 pm	Workshop--Diversity	Swannanoa
		4:30 pm - 5:30 pm	Lay Sharing	Vanderbilt
		3:30 pm - 5:30 pm	Pastors/Clergy/ Pastoral Leaders Sharing	Kenilworth A
		4:30 pm - 5:30 pm	Student Clergy Sharing	Kenilworth B
		6:15 pm - 7:45 pm	Conference Dinner	Manor A-B
		8:00 pm - 10:00 pm	Worship Svc (350)	Ballroom
		10:00 pm-11:00 pm	District Committee w/GLAD Task Force	Oakland
		10:00 pm-11:00 pm	Board of Ordained Ministry Mt	Berkeley
		10:00 pm-11:00 pm	Women’s Secretariat	Manor A
		10:00 pm-11:00 pm	MDISC & WIND Caucus /	Alexander
		10:00 pm-11:00 pm	12 Step & PWA Mt	Eagle

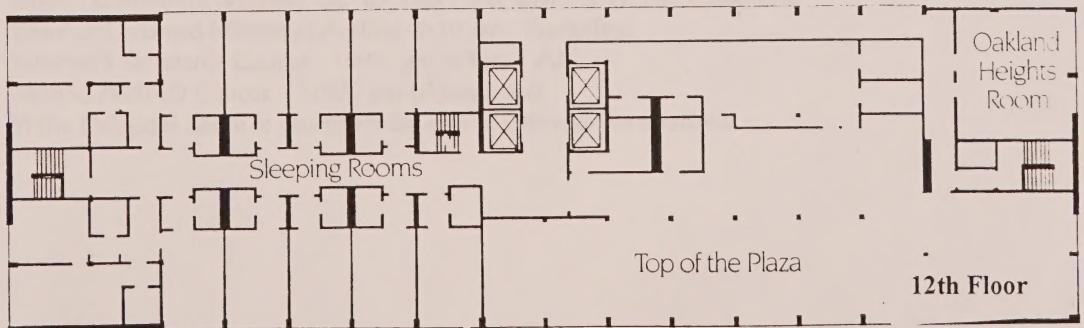
11/18/95	Sat	8:00 am - 9:15 am	Breakfast	Vanderbilt/Manor
		8:00 am -- 7:00 pm	Hospitality Room	Victoria
		8:00 am -- 7:00 pm	Bookstore	Glass Office-Foyer
		9:00 am -- 5:30 pm	Children's Ministry	Oakland
		9:30 am - 10:15 am	Women's Secretariat	Berkeley
		9:30 am - 10:15 am	Clergy Caucus	Swannanoa
		9:30 am - 10:15 am	Lay Caucus	Alexander
		10:30 am - 12:30 pm	Business Meeting	Kenilworth
		12:30 pm - 2 pm	Brown Bags -- PWAs and 12 Step Prog	Own Your Own
		2:15 pm - 5:30 pm	Growing Your Church	Manor A
		2:15 pm - 5:30 pm	Supervised Ministry	Manor B
		2:15 pm - 5:30 pm	Spirituality/ Art	Alexander
		2:15 pm - 5:30 pm	Quilt Squares	Berkeley
		2:15 pm - 3:45 pm	Bridging the Gap	Vanderbilt
		4:00 pm - 5:30 pm	Global Outreach	Vanderbilt
		TBD	Choir Rehearsal	Kenilworth A
		7:15 pm - 10:00 pm	Worship Service (500)	Ballroom
		10:30 pm - Midnight	"Look to the Rainbow"	Broadway Arts Building (see map)
		TBD	PWA & 12 Step Mt	
11/19/95	Sunday	8:00 am - 2:00 pm	Hospitality Room	Victoria
		8:00 am - 2:00 pm	Bookstore	Glass Office-Foyer
		10:00 am - 12:00	Worship Service (350)	Ballroom
		1:00 pm - 3:00 pm	District Committee	Berkeley

"God's Light For A New Generation"
GLAD Fall District Conference
November 17 - 19, 1995

Map of Floors Utilized for Conference
Radisson Hotel--Asheville, NC



2nd Floor



12th Floor

(Corrected schedule)

God's Light for a New Generation
SCHEDULE GLAD CONFERENCE

The Radisson Hotel-Asheville, NC

November 17, 18, and 19, 1995

Thursday, Nov. 16, 1995

District Committee Meeting 9:00 am - 8:00 pm (Oakland)

MCC Asheville Conference Committee Meeting Time 5 PM

Conference work team meets at 6 PM

Friday, Nov. 17, 1995

District Committee Meeting 9 AM - 12 Noon (later if needed) OAKLAND

WORKSHOPS: 1:00 - 2:30 PM

1. A Bible Basis for Gay Marriage Rev. Buddy Truluck (Swannanoa)

WORKSHOPS & MEETINGS: 2:45 - 4:15 PM

1. "Diversity & You" (MDISC/WIND) Ms. Sheryl Jones (Swannanoa)

Mr. Derrick Singletary

Sharing: Pastors, Clergy and Pastoral Leaders 3:30 - 5:30 pm (Kenilworth A)

Lay Sharing 4:30 - 6:00 pm (Vanderbilt)

Student Clergy Sharing 5:00 - 6:00 pm (Kenilworth B)

CONFERENCE DINNER 6:15-7:45 PM Ballroom

(PRE-REGISTRATION REQUIRED)

A Celebration of Service Honoring Ms. Cassi Wylie

Cassi has served on the District Committee for six years. District Committee members and other friends will speak, as well as Ms. Wylie. We also acknowledge the four years of service as Lay Delegate and Lay Representative served by Ms. Wanda Floyd.

WORSHIP SERVICE NOVEMBER 17, 1995 8 PM

Speaker: Rev. Randy Votsch, Pastor, MCC Charlotte, NC

Ballroom

Following the service there will be facilities for 12 step & PWA meetings. (Eagle)

District Committee with the GLAD Task Force Chair 9:30 pm (Oakland)

Board of Ordained Ministry Meeting 9:30 pm (Berkeley)

Women's Secretariat Caucus 10:00 pm (Manor A)

MDISC/WIND Caucus 10:00 pm (Alexander)

(If the Delegates desire to caucus Friday evening, this can be arranged)

Immediately following Friday worship, representatives of GLAD Samaritan will meet in the Ballroom with Samaritan students and anyone interested in GLAD Samaritan course work, and/or the student clergy program.

Saturday, Nov. 18, 1995

Breakfast 8 - 9:15 AM Ballroom

Welcome: Mr. Brent Pack, Chair, Asheville MCC Conference Committee

Speaker: Rev. Maureen Killoran, Pastor Unitarian-Universalistic Church of Asheville

Caucuses: 9:30 - 10:15 AM LAY (Alexander) CLERGY (Swannanoa)

BUSINESS MEETING 10:30 A - 12:30 P (Kenilworth)

LUNCH BREAK 12:30 M - 2 PM

The following have requested that these groups meet informally during lunch:

SAMARITAN INSTRUCTORS - SPOUSES OF CLERGY, PASTORS AND INTERIM PASTORAL LEADERS.

Facilities for BROWN BAG meetings for 12-Step program and PWA's will be available. See Dennis Luft or Cassi Wylie for information and location. (On your own)

NOTE: *For those who elect not to attend the morning program or afternoon workshops, there will be suggestions for activities for sight-seeing (walking tour), shopping, etc. See the people in the hospitality suite for details.*

WORKSHOPS: 2:15 - 3:45 PM (Workshop descriptions attached)

1. Growing Your Church Pastor Mary Moore (Manor A)
2. Bridging the Gap Revs. Wayne Lindsey & Glenna Shephard (Vanderbilt)
3. Supervised Ministry Rev. Helene Loper (Manor B)
4. Spiritual Growth Through Art Mr. Ray Evette (Alexander)
5. Quilt Square and Healing - The Connection Rev. Christine Oscar (Berkeley)

WORKSHOPS: 4 - 5:30 PM

1. Growing Your Church - Part 2 Pastor Mary Moore (Manor A)
2. The World of Global Outreach Rev. Judy Dahl (Vanderbilt)
3. Supervised Ministry - Part 2 Rev. Helene Loper (Manor B)
4. Spiritual Growth Through Art
Part 2 Mr. Ray Evette (Alexander)
5. Quilt Square and Healing -
The Connection - Part 2 Rev. Christine Oscar (Berkeley)

*CHORAL REHEARSAL WILL BE HELD IN THE AFTERNOON (Time TBA)
(Kenilworth A)*

WORSHIP SERVICE Nov. 18, 1995 8 PM

Speaker: Rev. Elder Jerri Anne Harvey, Evangelist, UFMCC

Liturgy of the Quilt - Rev. Christine Oscar, ST. Mary's MCC**

****During the liturgy of the quilt, we remember our sisters and brothers who have gone on to be with God. We invite anyone who has prepared a memorial square to present it for inclusion in the GLAD QUILT.**

Facilities for 12-Step and PWAs meeting following service will be available. See Wanda Floyd or Dennis Luft for information and location.

Immediately following worship, MCC Asheville invites you to enjoy a very special musical review "LOOK TO THE RAINBOW". It is about our lives, and produced by Rev. Frank Scott, Pastor, MCC Asheville. Admission for GLAD Registrants is FREE. General Admission is \$5.00. It is being presented at the Broadway Arts Building within walking distance of the Radisson. Ask any of the MCC Asheville folks for directions.

Sunday Nov. 19, 1995

Ballroom

WORSHIP SERVICE SUNDAY, Nov. 19, 1995 10 AM - 11:30

**Speaker: Rev. Judy Dahl, Administrator, Global Outreach, UFMCC
and a special children's worship presentation**

District Committee 1 - 3 PM (Berkeley)

ABOUT THE WORKSHOPS

Growing Your Church. Pastor Moore, former GLAD Coordinator, has one of the district's most innovative ministries. Her workshop will deal with church growth. How do you do it, why do you do it, and when do you do it.

Quilt Square & Healing: The Connection. Rev. Christine Oscar. This workshop will be a hands on workshop for those who would like to make a square for our Quilt in remembrance of a loved one. No sewing experience is required. We will spend time talking about the losses we have suffered and seek healing together through the experience of making our remembrances into quilt squares. Please bring materials you may have. Some materials will be available.

Supervised Ministry. Rev. Helene Loper. Supervising Pastors are a major component of our new credentialing system. Helene, a graduate of Columbia Seminary, has experienced first hand comprehensive supervision as a student, both in seminary and in UFMCC. She draws on her experiences as a student, pastor, and Samaritan teacher, to help provide some in depth foundation material for prospective supervisors.

Exploring Spiritual Growth Through Personal Art. Mr. Ray Evette, an Art Therapist, who uses a variety of art experiences in healing and recovery of both psychiatric and chemically addicted clients. This experiential workshop will utilize participants own art work to focus on cycles of spiritual growth. Based on various scriptures and research on mandalas (art done in circles), guidance will be given at learning where participants are in their spiritual journey. Limited to 20 persons. Sign up sheet at registration desk. No artistic training or experience necessary.

Global Outreach. Rev. Judy Dahl, Administrator for Global outreach. What is it, and where is it. And what does it mean to us. Rev. Dahl, who has served in many capacities in UFMCC explores the challenge of UFMCC's Global frontier.

Bridging The Gap. Revs. Glenna Shepherd and Wayne Lindsey.

This workshop is being repeated by popular demand. Learn how to bridge the "gaps" in community by reaching out to all.

A BIBLE BASIS FOR GAY MARRIAGE

Bible material related to Same Sex Holy Union and Marriage will be explored and applied to current issues faced by Lesbian and Gay people. Bring your study Bible. Printed material will be provided on Bible examples of same sex committed relationships as well as contemporary sources such as John Boswell's recent book and other legal and political developments today.

November 17, 1995

TO: DISTRICT CONFERENCE REGISTRANTS

FROM: DENNIS LUFT -- TREASURER

WELCOME TO GLAD DISTRICT CONFERENCE IN ASHEVILLE, NORTH CAROLINA!

The District financial reports which will be considered for approval at the business meeting on Saturday have already been distributed to all voting clergy and lay delegates, official observers, program chairpersons, etc. and are not being distributed to all other conference registrants. However, copies of the financial reports are available upon request at the registration table as long as the supply lasts. You may also request that a copy be mailed to you by giving your name and mailing address to the Treasurer.

Please let me know how this works for you!

PLEASE MAIL ME A COPY OF THE GLAD FINANCIAL REPORT:

District Conference Survey

Please take a moment to give the district committee some feedback on this conference. We will use this information to improve future district conferences. You may return this survey to an usher at Sunday's worship service or mail it to Gulf Lower Atlantic District, 1379 Tullie Road, Atlanta, GA. 30329. Thank you for your time and input.

1. Was this your first GLAD conference?
2. Why did you come to conference?
 - a) I am a delegate/observer (clergy or lay)
 - b) For spiritual renewal
 - c) For education's
 - d) For fun
 - e) Other reason: _____
3. What did you like most about conference (worship, workshops, sharing groups, etc)?
4. What did you like least?
5. What would you like added to future conferences?
6. What would you like changed?
7. What topics for workshops would you like offered in the future?
8. Can you facilitate a workshop (describe briefly).
9. How were the accommodations.
10. Additional comments?

DISTRICT COMMITTEE PHONE CONFERENCE - SEPT. 26, 1995

MEMBERS AVAILABLE: Rev. Jay Neely, Cassi Wylie, Rev. Reid Christensen, Wanda Floyd, Sharon Lindenbaum. Dennis Luft was not able to participate.

ITEM: NEW MEMBERS FOR THE BOARD OF ORDAINED MINISTRY

The following people were selected to serve on the BOM:

CLERGY - Rev. Marge Ragana and Rev. Mick Hinson

LAYTY - Keith Mason and Cindy Walker

BY-LAW PROPOSALS

#	Sponsor	Change	Recommendation
1	BOE	General Council may grant more flexibility to Districts re: By-Laws Art IV-X	YES ← no
2	BOE	BOE to determine Dist. boundaries via GEOGRAPHIC REVIEW BOARD	YES
3	BOE	Clarifies fiduciary/legal responsibilities of the District Committee	YES
4	BOE	Establishes comparable qualifications for District Coordinators	✓ YES
5	BOE	Clarifies fiduciary/legal responsibilities of the General Council	YES
6	BOE	Delete specifying boards, commissions etc. except 3 Committees	YES ?
7	BOE	BOE (not Gen Council) to determine Districts in WCE areas	✓ YES
8	BOE	Triennial (instead of current Biennial) General Conference starting in '97	no YES
9	BOE	"World Jubilee" held in conjunction w/ General Conference	
10	BOE	Includes the By-Law Committee in the amendment process	YES
11	BOE	Replace "World Church Extension" w/ "Ministry of Global Outreach"	✓ YES
12	BOE	Replace "Church Extension" to "Global Outreach"	✓ YES
13	CCCC	Delete all references/standing to Deacons; allow local flexibility	no
14	CCCC	Replace "CCCC" w/ "the Steering Committee of the Board of Ordained Ministry"	YES
15	CCCC	Replace "General Conference" with "General Council" for flexibility/responsiveness	YES → no
16	CCCC	Creates the new credentialing process	YES (receive as study)
17	CCCC	Expands flexibility of the discipline process established by Judiciary Committee	YES
18	CCCC	Delete references to/standards for Student Clergy	
19	CCCC	creates "Interim Pastoral Leader" for all UFMCC non-credentialed Pastors	YES NO
20	CCCC	Only UFMCC credentialed clergy may be called Pastors/ NO exceptions	no
21	CCCC	Deletes CCCC as a standing UFMCC program/agency (not applic if #6 passes)	YES
22	CCCC	Eliminates lay pastors from voting in the lay house/silent on Interim Pastoral Leader	NO
23	CCCC	Eliminates "lay pastors" from voting	NO
24	Europ.D.	Delegates must convene pre-Dist/Gen Conference congregational meetings	NO
25	SED	Elders may only serve two consecutive terms	NO
26	NWD	Allow ADC to represent District at Gen Council when DC unable	YES
27	Samaritan	Replace "Samaritan College" w/ "Samaritan Institute for Religious Studies"	YES
28	Grt Lakes D.	New listing of UFMCC program/agencies (not applic if #6 passes)	NO
29	Mid-Cent D.	Gives vote to Chair of the Commission on Laity at General Conference	YES
30	So-Cent D.	Allow proxy votes by clergy/lay delegates to General Conferences	NO
31	Mid-Cent D.	Gen Council may provide variances to comply w/ n31 Mid-Cent D. national laws	YES

GENERAL CONFERENCE XVII ISSUES FORUM A G E N D A

7:30-7:40 BOARD OF ELDERS B1-7, 27-67 *SUE LANTZ*

7:40-7:55 GENERAL COUNCIL C1-63 *REV. TERESA NUNN*

7:55-8:25 E.T.E.S.S. B8-21 *REV. GARY WILSON & JAMIE HEATHERLY*

8:25-8:35 PROGRAMS & BUDGET D1-78,E47-81 *PATRICIA JACKSON*

8:35-9:05 C.C.C.C. REPORT E1-46 *REV FRODO OKULAM*

9:05-9:10 AUSTRALIA B22-26 *PAT MacAODHA & JIM HOPPER*

9:10-9:25 BY-LAW CHANGE PROPOSALS F1-22 *CHUCK HARVEY*

9:25-9:30 BINDING RESOLUTIONS F23-25 *PAT MacAODHA*